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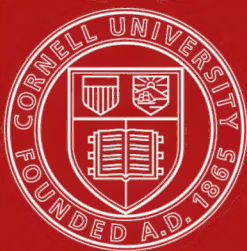
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The Order of Railroad Telegraphers

SCHEDULES and WAGE SCALES

IN EFFECT

December 31, 1917.

EMPLOYES REPRESENTED:

Train Dispatchers	Block Operators
Train and Tower Directors	Signalmen
Telegraphers	Levermen
Station Agents	Interlockers
Telephone Operators	Staffmen
Line Repairers	

PUBLISHED BY THE ORDER OF RAILROAD TELEGRAPHERS

GENERAL OFFICES: STAR BUILDING, St. Louis, Mo.

H. B. Perham, <i>Pres.</i>	T. M. Pierson, <i>Second Vice-Pres.</i>
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VON HOFFMANN PRESS
1918



FOREWORD

This book contains schedules and wage scales in effect December 31, 1917. It has been a difficult task to get copies of all the schedules and wage scales in existence, and there are twelve missing from this compilation because no copies were available.

In some few instances the rate of wages has been raised above what is herein shown, but in no case are there any reductions in the rates.

In the back part of the book some agreements with the various Express Companies are shown, where station agents act in a joint capacity as agents for the Express Companies.

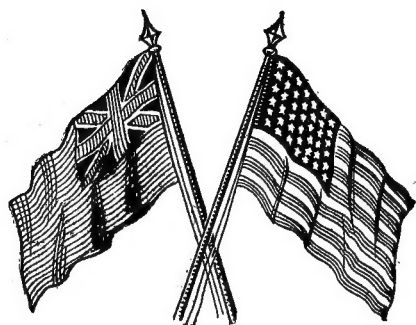
On December 28, 1917, the United States took possession and assumed control of the railroads. A Director General of Railroads was appointed and a Railroad Wage Commission. This constitutes an epoch in the work of the Order of Railroad Telegraphers, and it is meet and fitting that its work and achievements up to this time should be made a matter of record, hence the compilation of existing schedules and wage scales.

It is confidently expected that it will be necessary to print and publish revised editions of this work from time to time as there is much remedial work yet to be done.

Yours fraternally,

H. B. PERHAM,

President.



Alabama & Vicksburg Railway Company

This schedule applies to all telegraphers and station agents' positions specified in the accompanying wage scale. When new positions are created, these rules and regulations will apply to them.

ARTICLE I.

1. Preference in promotion and retention in service will be given to the oldest employes in service, provided they are, in the judgment of the proper officers, fully qualified.

2. Agent-operators and operators will be eligible to promotion for train dispatching and station service positions, provided they are, in the judgment of the proper officers of the company, qualified for advancement.

ARTICLE II.

1. Seniority will be effective and date from the last time entering service. Seniority will apply when vacancies occur or new positions are created. Operators will not gain seniority as agent-operators, but will be eligible for the position of junior agent-operator.

2. Seniority lists will be kept by the superintendent, which will be available to all employes affected who are in actual service, and in the event of vacancies the men will be given notice and opportunity to apply for same in the order of their seniority.

(Note:—The superintendent will furnish to agents and operators information in respect to their age in the service upon inquiry and will give a list to local chairman upon request.)

Employes declining promotion to any position do not forfeit seniority rights to it or any other position, when a vacancy occurs.

3. Exchanging positions will not be permitted except for good reasons and with the consent of the superintendent, the local chairman and all employes holding seniority over the employes desiring to exchange.

4. In reducing force, the men displaced will relieve the youngest assigned operators and will retain their seniority for future promotion.

ARTICLE III.

1. At offices not continuously operated, ten consecutive hours (excluding meal hours) will constitute a day's work. Telegraph offices will not be closed for the night without permission from the train dispatcher. The regular hours, so far as practicable, will be from 7:00 a. m. to 6:00 p. m.

Where two men are employed, working and meal hours will be arranged by the proper authorities.

2. At offices operated continuously, nine hours will constitute a day's work.

3. When required by competent authority to remain on duty for telegraph service or meeting trains in excess of the regular number of hours as provided in paragraph 1, agent-operators or operators will be paid overtime at the rate of thirty-three (33) cents per hour.

(Interpretation:—If an agent or operator should be held on duty eleven hours and thirty minutes consecutively, he shall be allowed one hour overtime.)

4. A flat allowance of \$5.00 per month will be made to agent-operators or operators for meeting trains between the hours of 9:00 p. m. and 6:30 a. m.; nothing to be allowed at night telegraph stations.

5. For emergency calls, after being released by the dispatcher as per paragraphs 1 and 2, they will be paid fifty (50) cents for the call and the first hour's service and will be paid thirty-three (33) cents per hour for each hour held on duty thereafter.

6. In computing overtime, less than thirty minutes will not be counted; thirty minutes and less than sixty will be counted as one hour.

7. Forms for reporting overtime will be furnished all offices. Overtime will not be allowed unless the claim is forwarded to the superintendent within forty-eight hours after overtime is made.

Employes will be promptly notified when claim for overtime or compensation or any other account is not allowed.

8. Doubling will be paid at the overtime rates except when the regular rate is higher the pro rata rate will apply.

ARTICLE IV.

At stations where section masters reside the agent will be relieved from care of switch lamps.

ARTICLE V.

Agent-operators and operators will be excused from telegraphic duty on Sunday whenever it is practicable without detriment to the service.

Agent-operators and operators who have been in the service of the company for a period of not less than two years and who are required to work on Sundays and legal holidays on the average as much as one-half the number of hours constituting a regular day's work in the positions occupied, shall be granted fifteen days' leave of absence each year thereafter with full pay. This leave of absence shall be taken at such time as the transportation conditions permit and shall be arranged with the proper officer so that no more men may be absent at one time than the good of the service will permit. If leave of absence cannot be granted within ninety days after application, fifteen days' pay will be allowed in lieu thereof.

In determining the number of hours of service rendered on Sundays and legal holidays the employes required to meet trains on such days shall be considered to have worked one hour's time for each train so met.

ARTICLE VI.

Day operators will be allowed one hour between 11:30 a. m. and 2:00 p. m. for mid-day meal, and night operators will be allowed one hour between 11:30 p. m. and 2:00 a. m. for meal, but must get permission from the dispatcher before leaving office. If they are not relieved forty-five consecutive

minutes within the time specified, one hour overtime will be allowed. When the meal hour is missed, thirty minutes will be allowed at the first opportunity. When employees covered by this agreement are taken from their regular positions to work extra, they will be allowed \$1.00 per day for expenses in addition to their regular rate of pay.

ARTICLE VII.

Agent-operators and operators required to attend court as witnesses for the company will be allowed regular pay, transportation to and from and reasonable expenses; all court fees, etc., to be paid to the railroad company.

ARTICLE VIII.

For performing duty at wrecks, washouts, or similar emergency offices, operators will be compensated at their regular rate of pay and in addition allowed a reasonable amount for expenses incurred, including time consumed in traveling to and from; provided, however, they shall not at the same time receive compensation for duties at their regular offices.

ARTICLE IX.

Agent-operators and operators transferred by direction of the company will be furnished free transportation for themselves, dependent members of their families and effects and will be allowed regular pay while in transit and making such transfer, rate of pay to be based on position from which transfer is made.

When employees covered by this agreement are temporarily transferred to a position paying a lower rate than their regular assignment, they will be paid at the rate of their regular wages; when transferred temporarily to a position paying a higher rate, they will be paid at the rate applying to such position.

ARTICLE X.

1. Employees will not be discharged or disciplined without just cause. "If taken out of the service they will be granted an investigation, which will be made by the proper officer within five days, if possible, and in their presence. They will have the privilege of bringing to the investigation an employee in similar service, of their own selection. If found blameless, they will be reinstated and paid for lost time.

2. An employee feeling an injustice has been done him may always submit his case to his superior officer for consideration and review, and shall have the privilege of appealing to the next ranking officer, provided such appeal is made in writing within thirty days after the reviewing officer has rendered his decision.

3. The company will furnish each office a copy of this schedule.

ARTICLE XI.

This agreement is not intended to change any rate or commission now allowed.

Thirty days' notice will be given of any change in these Rules and Regulations.

Following is the scale of wages:

WAGE SCALE.

Station and Position.	Rate per Month.
Meehan Junction, agent-operator.....	\$ 80.00
Chunky, agent-operator.....	71.00
Hickory, agent-operator	85.00
Newton, first opr. and tkt. clk.	81.00
Second operator and clerk.....	71.00
Third operator and clerk	71.00
Lawrence, agent-operator	71.00
Lake, agent.....	80.00
Operator and clerk.....	71.00
Forest, agent.....	100.00
First operator and clerk.....	71.00
Second operator and clerk.....	71.00
Third operator and clerk.....	71.00
Morton, agent.....	90.00
Operator and clerk.....	71.00
Pelahatchie, agent.....	90.00
Operator and clerk.....	71.00
Brandon, agent.....	75.00
Operator and clerk.....	71.00
Pearson, agent-operator.....	71.00
West Jackson, first opr. and car clk.	80.00
Second operator and clerk.....	71.00
Third operator and clerk.....	71.00
Clinton, agent-operator.....	75.00
Boiton, agent and first operator.....	92.50
Second operator and clerk.....	71.00
Edwards, agent-operator.....	92.50
Smiths, agent only.....	50.00
Boyina, agent-operator.....	71.00

W. V. HARVEY,
Superintendent.

Approved:

LARZ A. JONES,
President and General Manager.

The Ann Arbor Railroad Company

ARTICLE I.

This schedule applies to all telegraphers, telephoners, and in addition, to the foregoing, such station agents' positions as are specified in the subjoined wage scale.

ARTICLE II.

When new positions are created, the compensation will be fixed to conform to positions of similar class.

ARTICLE III.

Section 1. Employees will be regarded in line of promotion, advancement depending

upon faithful discharge of duty and capacity for increased responsibility. When these are sufficient seniority will have preference, the superintendent to be the judge, subject to appeal. Seniority rights will date from the last time of entering the service as herein-after specified.

Office seniority will prevail in relay office.

Sec. 2. A list of employees will be prepared according to seniority annually on January 1st and copy furnished to the chairman of the telegraphers' committee, if he so requests.

Sec. 3. Seniority will only be effective when vacancies occur or new positions are created, excepting as otherwise provided in this article.

Sec. 4. When vacancies occur and new positions are created, they will be immediately bulletined by "23" message at eleven (11) a. m., and telegraphers and agents will be allowed ten (10) days thereafter in which to make application for same.

Sec. 5. Employees not promoted according to seniority will be given reasons in writing if requested.

Sec. 6. When employees are transferred and after a fair trial are found to be incapable, they will take their place on the extra list, but will retain their seniority rights.

Sec. 7. In event of reduction of employees, the junior employee will be the first laid off, providing the senior employees are equally competent. In re-employment, the oldest employee laid off will, if available, be given work first, if equally competent with a junior employee.

ARTICLE IV.

Exchanging positions will not be permitted unless for good reasons and with the consent of the superintendent and the chairman of the telegraphers' committee.

ARTICLE V.

Section 1. Employees will not be suspended or discharged without just cause. When they consider they have been unjustly suspended or discharged, they will have the right to appeal to the superintendent and then in proper order to his superior officer.

Sec. 2. Employees disciplined or discharged and after investigation found not at fault, will be reinstated and paid for lost time, such investigation to be made within ten (10) days after request by party disciplined.

Sec. 3. Employee charged with a disciplinary offense shall have full opportunity to present his case and may be accompanied by a co-employee.

Sec. 4. Grievances must be taken up with the chief train dispatcher or superintendent within thirty (30) days; otherwise redress will be waived.

ARTICLE VI.

Employees leaving the service for any cause will be given a letter, if requested, signed by the superintendent, stating the time and character of his service and reason for leaving.

ARTICLE VII.

Employees attending court or being absent from their regular duties, on instruction from an officer of this company, will be allowed regular salary and approved expenses while away from home.

ARTICLE VIII.

Telegraphers performing duties at temporary offices, wrecks, etc., shall receive their regular wages and approved expenses.

ARTICLE IX.

Section 1. Where but one (1) telegrapher is employed, eleven (11) consecutive hours, commencing between six (6) o'clock a. m. and eight (8) o'clock p. m., including meal

hour, will constitute a day's work. Except at Federman, Pittsfield and Annpere, where twelve (12) consecutive hours, including meal hour, will constitute a day's work.

Sec. 2. Where two (2) or more telegraphers are employed, nine (9) consecutive hours will constitute a day's work, except as provided in Article X.

Sec. 3. One (1) hour will be allowed for dinner, commencing between eleven-thirty (11:30) a. m. and twelve-thirty (12:30) p. m. When not allowed, one (1) hour at overtime rates will be paid. Meal hour will be given wherever possible to employees working nine (9) hours or less, but no overtime will be paid when such meal hour cannot be allowed.

ARTICLE X.

Eight (8) consecutive hours will constitute a day's work at "AX"—Boulevard Tower; "XN"—Hallett Tower; "B"—Clare Tower; "CY"—Selma; "VO"—Frankfort, with the understanding that such additional time for proper transfer will be given.

ARTICLE XI.

Section 1. Employees who are called or who are instructed to come on duty before or after regular established hours, will be allowed fifty (50) cents for the first hour or any fraction thereof and regular overtime thereafter.

Sec. 2. Employees will be allowed overtime when required by proper authority to remain on duty in excess of or outside of regular established hours. The rate of pay per hour for overtime will be based on the number of days per month, including Sundays, computed on the scheduled salary, but in no case less than twenty-five (25) cents per hour.

Sec. 3. Employees, when required, will report for duty on Sundays at stated time, and if held for service will be paid at regular overtime rates, with a minimum of one hour.

Sec. 4. Employees required to meet passenger trains on Sundays will be paid overtime at regular overtime rates, but with a minimum compensation of twenty-five (25) cents per hour.

ARTICLE XII.

Employees will not be required to shovel snow or scrub outbuildings.

ARTICLE XIII.

When required to handle pumps, extra compensation of ten (10) dollars per month will be allowed.

ARTICLE XIV.

Agents and operators will not be called upon to clean switch lamps. However, it will be the duty of agents and operators to know that switch lamps are burning, and if they go out to re-light them.

ARTICLE XV.

Relief men will be paid salaries pro rata with the regular salary of the employee relieved, also their just proportion of commission earned, and will be allowed full pay for the time lost in transferring from one station to another. Regular men doing the re-

lief work will receive the same compensation as above, provided it is not less than their own; and fifty (50) cents per day additional for the first seven (7) days when away from home.

ARTICLE XVI.

Employees who have been continuously in the service of the company for seven (7) consecutive years or longer will be allowed one (1) week leave of absence, each year, with full pay. If the company finds it inconvenient or impossible to grant leave of absence, the employee shall be paid for one week extra service at his regular rate. The superintendent shall decide the time when vacations will be granted. Applications therefor must be made on or before January fifteenth (15) in advance of the time desired to be absent; vacations to commence April 1st.

ARTICLE XVII.

WAGE SCALE.

Station and Position.	Rate per Month.
Frankfort, first trick operator.....	\$ 70.00
Second trick operator.....	65.00
Third trick operator.....	65.00
Beulah, agent.....	60.00
Thompsonville, agent.....	70.00
Day operator.....	57.50
Harlan, agent.....	55.00
Mesick, agent.....	65.00
Harrietta, agent.....	58.00
Boon, agent.....	57.50
Selma, first trick operator.....	62.50
Second trick operator.....	62.50
Third trick operator.....	60.00
McBain, agent.....	65.00
Marion, agent.....	72.50
First trick operator.....	57.50
Second trick operator.....	57.50
Temple, agent.....	57.50
Farwell, agent.....	57.50
Clare, agent.....	72.50
First trick operator, joint.....	32.50
Second trick operator, joint.....	30.00
Third trick operator, joint.....	30.00
Rosebush, agent.....	62.50
Mt. Pleasant, first trick operator.....	65.00
Second trick operator.....	60.00
Shepherd, agent.....	67.50
Day operator.....	57.50
Alma, day operator.....	62.50
Ithaca, agent.....	75.00
Day operator.....	60.00
North Star, agent.....	57.50
Ashley, agent.....	75.00
First trick operator.....	57.50
Second trick operator.....	57.50

Station and Position.	Rate per Month.
Bannister, agent.....	\$ 57.50
Elsie, agent.....	62.50
Carland, agent.....	50.00
Owosso, operator "DI".....	75.00
Corunna, agent.....	70.00
Vernon, agent.....	57.50
Durand, first trick operator.....	70.00
Second trick operator.....	65.00
Third trick operator.....	60.00
Byron, agent.....	60.00
Cohoctah, agent.....	57.50
Oak Grove, agent.....	57.50
Howell, agent.....	32.50
Day operator.....	65.00
Annepere, agent (joint).....	32.50
Night operator (joint).....	30.00
Chilson, agent.....	60.00
Lakeland, agent.....	70.00
Operator.....	55.00
Hamburg, agent.....	52.50
Whitmore Lake, agent.....	65.00
Ann Arbor, first trick operator.....	75.00
Second trick operator.....	70.00
Third trick operator.....	65.00
Pittsfield, agent (joint).....	27.50
Azalia, agent.....	55.00
Dundee, agent.....	35.00
Day operator.....	60.00
Federman, agent.....	50.00
Night operator.....	55.00
Samaria, agent.....	57.50
Hallett, first trick operator.....	70.00
Second trick operator.....	70.00
Third trick operator.....	70.00
Boulevard, first trick operator.....	70.00
Second trick operator.....	70.00
Third trick operator.....	70.00
Toledo, ticket agent.....	70.00
Operator "A" office.....	72.50
Day operator "FD" office.....	67.50
Night operator "FD" office.....	67.50

ARTICLE XVIII.

The foregoing Rules and Rates of Pay shall not be altered or amended except on thirty (30) days' notice.

THE ANN ARBOR RAILROAD CO.

By A. W. Towsley,

Vice-Pres. and Gen. Manager.

Toledo, Ohio, March 29, 1917.

Accepted for Employees:

H. J. WERKMAN,
Chairman.
FRANK HOLMES,
W. H. TIRRELL.

Atlanta, Birmingham & Atlantic Railway Company

(EFFECTIVE JULY 1, 1917.)

ARTICLE I.

These rules and regulations will apply to all telegraph operators, and such other employees as are shown in the wage schedule embodied herein.

ARTICLE II.

(a) Employees covered by this agreement are in line for promotion. Where ability and other qualifications are sufficient, seniority will prevail, and date from the last entrance

in the service on each division. Matter of competency and fitness to be decided by the proper official.

(b) Employees as per Article one (I.) accepting positions in other branches of service, shall not forfeit their seniority until after the expiration of six (6) months, but may assert it by filing their application for vacancies or new positions.

(c) Seniority is effective when vacancies occur or new positions are created.

(d) Vacancies and new positions will be bulletined to all offices on the division on which they occur, and a copy of all bulletins will be sent to the general chairman, and vacancies will be filled in accordance with paragraph "a" of this article. A vacancy will not be permanently filled sooner than five (5) days and will be filled within thirty (30) days.

(e) Employees declining promotion to any position do not forfeit rights to it or any other position when a vacancy occurs.

(f) In the event of a reduction of force, seniority will prevail, ability and other qualifications being considered.

(g) Seniority lists of employees on each division will be prepared by the superintendent and a copy furnished the general chairman on application.

ARTICLE III.

Employees covered by this agreement will not be disciplined nor discharged from the service of the company without just cause, and may call for, within ten (10) days, an investigation which will be held within ten (10) days after requested by the employee interested, who shall have the right to bring to the investigation another employee in similar class of service of his own selection. No final record of dismissal to be made until after investigation. When an employee has been suspended and upon investigation the charges against him are not sustained, he will be reinstated and paid at the regular rate of his wages, for the time lost. The result of investigation shall be announced within ten (10) days after same is completed. In the event a difference cannot be satisfactorily adjusted with the superintendent, the right of appeal to higher officers is conceded.

ARTICLE IV.

When new positions, similar to those covered by this agreement, are created, the rate of pay shall be fixed in line with similar positions included in the schedule.

ARTICLE V.

(a) At offices where one (1) employee, covered by this agreement, is employed, ten consecutive hours, commencing between six and eight o'clock a. m. or p. m., including meal hour, will constitute a day's work.

(b) Where two (2) employees, covered by this agreement, are employed, nine consecutive hours, exclusive of meal hour, will constitute a day's work.

(c) Where three (3) employees are covered by this agreement, eight consecutive hours, exclusive of meal hour, will constitute a day's work.

(d) Ten (10) consecutive hours, including one hour for meals, will constitute a day's work for telegraphers in Fitzgerald and Manchester relay offices.

ARTICLE VI.

(a) When employees, covered by this agreement, are required to remain on duty in excess of the number of hours constituting a day's work in the performance of any service required by the company, they will be paid overtime pro rata, but not less than forty (40) cents per hour.

(b) When employees, covered by this agreement, are required to report at a specified time before or after regular hours, they will be allowed fifty (50) cents for the first hour or fraction thereof, and not less than forty (40) cents per hour for each succeeding hour held on duty.

(c) When called after being relieved from duty, fifty (50) cents will be allowed for the call, and first hour, and not less than forty (40) cents for each succeeding hour until relieved.

(d) Doubling will be paid for at regular overtime rates. Service performed at accidents, washouts, or temporary offices, will be paid for at the regular overtime rate. Time to be computed from the time they are called to report until they return.

(e) When employees, covered by this agreement, are taken from their regular position to work extra, they will be allowed one dollar per day for expenses in addition to their regular rate of pay.

(f) Employees will be promptly notified when claims for overtime, or compensation on any other account, is not allowed.

(g) In computing overtime, less than thirty-one (31) minutes will not be counted. Thirty-one (31) minutes or over up to sixty (60) minutes will be counted as one hour.

(h) Rate of pay for overtime will be forty (40) cents per hour except where the regular rate is higher, same will apply.

ARTICLE VII.

(a) When an employee, covered by this agreement, is temporarily transferred to a position paying a lower rate of wages than his regular assignment, he will be paid at the rate of his regular wages; when transferred temporarily to a position paying a higher rate of wages, he will be paid at the rate of wages applying to such position.

(b) Employees transferred by direction of the company will be furnished free transportation for themselves, families and effects, and will be allowed regular pay (except when being moved at their own request) while in transit and making such transfer; rate of pay to be based on position from which transfer is made.

ARTICLE VIII.

Employees, covered by this agreement, whose hours of duty are more than nine (9) hours per day, will be allowed sixty consecutive minutes for a meal between 11 p. m. and 1:30 o'clock a. m. and 11 a. m. and 1:30 o'clock p. m. If not relieved by 12:30 o'clock, one hour overtime will be allowed. This does not apply to exclusive agents.

ARTICLE IX.

Reasonable leave of absence and free transportation over the Atlanta, Birmingham & Atlantic Railway will be granted from time to time upon request.

ARTICLE X.

WAGE SCALE.

Station and Position	Rate Per Mo.
Atlanta Yard, one clerk-telegrapher..	\$ 90.00
One clerk-telegrapher.....	82.50
One clerk-telegrapher.....	80.00

Station and Position.	Rate per Month.
Atlanta General Office, one teleg.....	\$5.00
Union City, one agent-telegrapher....	68.50
Tyrone, one agent-telegrapher.....	60.00
Senoia, one agent-telegrapher.....	93.00
One clerk-telegrapher.....	66.00
One clerk-telegrapher.....	63.00
Haralson, one agent-telegrapher.....	66.00
Gay, one agent-telegrapher.....	77.00
Woodbury, one agent-telegrapher.....	77.00
Manchester, one agent-telegrapher....	95.00
One telegrapher.....	85.00
One cashier-telegrapher.....	80.00
Woodland, one agent-telegrapher.....	77.00
Talbotton, one agent-telegrapher.....	85.00
One clerk-telegrapher.....	63.00
Mauk, one agent-telegrapher.....	73.00
One clerk-telegrapher.....	63.00
Rupert, one agent-telegrapher.....	60.00
Ideal, one agent-telegrapher.....	77.00
Oglethorpe, one ticket agent-teleg....	81.00
One agent-telegrapher.....	85.00
Two ticket agent-telegs.....	70.00
Montezuma, one clerk-telegrapher....	74.00
Byromville, one agent-telegrapher....	77.00
Lilly, one agent-telegrapher.....	77.00
Vienna, one agent-telegrapher.....	90.00
Cordele, one clerk-telegrapher.....	74.00
Double Run, one agent-teleg. (jt)....	38.50
Rebecca, one agent-telegrapher.....	71.50
Fitzgerald, one telegrapher.....	90.00
One clerk-telegrapher.....	82.50
One clerk-telegrapher.....	71.50
Fitzgerald Shops, one agent-teleg....	85.00
Ostlerfield, one agent-telegrapher....	66.00
Bushnell, one agent-telegrapher.....	60.00
Ambrose, one agent-telegrapher.....	60.00
Douglas, one agent-telegrapher.....	100.00
One clerk-telegrapher.....	77.50
Nicholls, one agent-telegrapher.....	80.00
One clerk-telegrapher.....	66.00
Sessoms, one agent-telegrapher.....	63.00
Beach, one agent-telegrapher.....	60.00
Waycross, one clerk-telegrapher.....	74.00
Alma, one agent-telegrapher.....	77.00
Rockingham, one agent-telegrapher....	60.00
Coffee, one agent-telegrapher.....	60.00
Bristol, one agent-telegrapher.....	60.00
Brunswick, one clerk-telegrapher.....	80.00
Mystic, one agent-telegrapher.....	63.00
Tifton, one clerk-telegrapher.....	72.50
Omega, one agent-telegrapher.....	62.00
Norman Park, one agent-telegrapher....	77.50
Moultrie, one clerk-telegrapher.....	71.00
Cooledge, one agent-telegrapher.....	71.50
Merrillville, one agent-telegrapher....	61.00
Thomasville, one clerk-telegrapher....	75.00
Bullochville, one agent-telegrapher....	77.00
Stovall, one agent-telegrapher.....	60.00
LaGrange, one clerk-telegrapher.....	77.50
One clerk-telegrapher.....	69.00
One cashier-ticket-clerk-teleg.....	85.00
Roanoke, one agent.....	105.00
One cashier-telegrapher.....	80.00
One clerk-telegrapher.....	72.00
One clerk-telegrapher.....	63.00
Wadley, one agent-telegrapher.....	80.00
Malone, one agent-telegrapher.....	60.00
Cragford, one agent-telegrapher.....	60.00
Standing Rock, one agent-telegrapher	85.00
Lineville, one agent-telegrapher.....	90.00
One clerk-telegrapher.....	69.00
One clerk-telegrapher.....	63.00
Pylriton, one agent-telegrapher.....	65.00
Erin, one agent-telegrapher.....	60.00

Station and Position.	Rate per Month.
Talladega, two clerk-telegraphers.....	\$ 74.00
One clerk-telegrapher.....	63.00
Arkwright, one agent-telegrapher.....	60.00
Chelsea, one agent-telegrapher.....	60.00
Pelham, one agent-telegrapher.....	67.50
One clerk-telegrapher.....	63.00
Bessemer, one agent-telegrapher.....	105.00
One clerk-telegrapher.....	85.00
Elyton Yard, one clerk-telegrapher...	80.00
Two clerk-telegraphers.....	75.00

ARTICLE XI.

Employees covered by this agreement, who have been in the service of the company continually for one full year, will be allowed credit of one hour for each train required to be met and served on Sunday at points where only one person is employed, this to be paid at the regular overtime rate (forty (40) cents per hour) at the end of each month. If two or more trains are served within one hour, only one hour to be allowed.

ARTICLE XII.

For attending court as a witness for this company, employees covered by this agreement will be allowed their regular wages; the company will furnish transportation and allow expenses for board and lodging. The company will be entitled to certificates for witness fee in such cases.

ARTICLE XIII.

Employees, as per Article I, serving as general chairman, local chairman and general committeemen, will be relieved promptly on request, and granted such leave of absence as may be necessary to enable them to handle their business.

ARTICLE XIV.

Employees covered by this agreement who are required to handle United States mail, and are not provided with a porter for the purpose, will not be required to carry to or from any one train mail to exceed in weight sixty (60) pounds. This to be based on average for thirty-day period, i. e., at any time an employee desires he will have the right to request the superintendent to weigh mail handled for any period of thirty days, and if found in excess of weight as per this Article, arrangements satisfactory to employee will be promptly made or employee affected will be relieved of duty of handling mail.

ARTICLE XV.

This agreement shall remain in force for one year from July 1, 1917, and thereafter until either party desires a change, giving the other party interested thirty (30) days' written notice.

Atlanta, Birmingham & Atlantic
Railway Co.,

B. L. BUGG,
General Manager.

Accepted:

For Agent-Operators and Operators.

OWEN D. GORMAN,
General Chairman.

Atlantic Coast Line Railroad Company

(EFFECTIVE NOVEMBER 10, 1917.)

-ARTICLE I.

The following schedule of wages, rules and regulations will apply to all telegraphers, telephoners, agent-telegraphers, and to such other employes as are shown in the wage scale, except rules herein which specifically apply to telegraphers, telephoners and levermen only.

ARTICLE II.

(a) Preference in promotion or retention in the service, within their respective districts, will be given employes, per Article I, who have been longest in the service, promotion dependent upon faithful discharge of duty, competency and capacity for increased responsibility.

(b) Hereafter the Jacksonville Terminal and Gainesville District will be considered a single district under this rule.

(c) Seniority lists will be prepared by district superintendents in January and July of each year. A copy will be furnished to the local chairman on each district.

(d) When new positions are created, or vacancies occur, the district superintendent will notify the local chairman on each district, to whom all applications will be sent, who will, in turn, within ten days, notify the district superintendent of applications for the vacancies. Vacancies will be filled permanently within twenty days thereafter. When such vacancies are filled the local chairman will be notified of the dates the positions are filled, and by whom.

(e) Employes, per Article I, declining promotion to any position, do not forfeit rights to it or any other position when a vacancy occurs.

(f) If an employe, per Article I, assigned to a position, becomes incapacitated or unable to fill the position, he will be assigned to the extra list and will retain his seniority.

(g) In event of reduction in forces, or when a position is abolished, employes, per Article I, so displaced, shall have the right to displace any junior employe who has not been in the service five (5) years, or go on the extra list, retaining seniority.

In event there are no employes in the service younger than five (5) years, the youngest employe may be displaced.

Employes so displaced who have been in the service less than five (5) years, may displace any younger employe on the district; provided, that in the exercise of seniority under this Article, the employe is qualified to hold position, and provided further, that if the position abolished has been established less than twelve (12) months, all employes affected will be required to return to their former positions.

(h) In filling temporary vacancies the oldest competent extra employe, per Article I, will be given preference, except that employes in any office will be given preference in filling temporary vacancies in that office. Any competent extra employe not otherwise employed may displace any younger extra employe, provided this does not necessitate an extra transfer of an agency; when dead-heading to or from such positions in the

exercise of seniority, no compensation will be allowed for time in transit.

(i) In event of reduction in force in relay offices—"X" Rocky Mount, "D" Wilmington, "SF" Savannah, and "YN" Jacksonville—the employe, except manager in such offices, holding least seniority on the district, will be displaced, and he will be entitled to exercise his seniority as per paragraph g.

(j) When positions which have been closed not exceeding six months, are reopened, they will be offered employes who held them when closed, provided such employes are still in the service. If declined by them, the positions will then be bulletined.

(k) The trading of positions will not be permitted, except when agreed to by the district superintendent and the general chairman.

ARTICLE III.

Rates of wages for new positions (telegraphers or telephoners) will be based upon rates paid in similar positions, but not less than the minimum telegraph or telephone position on the district. This rule to apply to temporary positions or offices also.

ARTICLE IV.

In event the express agency (except by request of the agent) is withdrawn from an agency, the compensation of the agent will be readjusted to conform to rates paid at similar stations on the district where the agent does not also act as express agent.

Should the express agency be re-established the railway salary will be reduced the same amount that it was increased at the time separation was made.

ARTICLE V.

(a) An employe, per Article I, will not be suspended without just cause; and will not be discharged without an investigation, should he request it. When suspended he will be given a hearing within ten days, should he request it, and be promptly notified of the action taken. He may have present at the hearing an employe in similar class of service, of his own selection, provided such employe is in good standing on his district.

(b) Should he feel that an injustice has been done him, he may submit his case to his superior officer for consideration, and shall have the privilege of appealing to the next ranking officer, provided such appeal is made in writing within thirty days.

(c) When required to attend an investigation in which he is involved, he will be furnished transportation, but will not be paid wages for the time so consumed, unless the charges against him, in the judgment of the proper officer of the company, be unfounded, when he will be paid full wages for the time he is suspended from duty. If found at fault, time held off to be counted in suspension.

ARTICLE VI.

(a) For attending court as witnesses for this company, employes, per Article I, will be paid their regular wages.

(b) The company will furnish transportation and allow actual expenses for board and lodgings when away from their homes, such expenses to include any net loss in express compensation during such court attendance. The company will be entitled to certificates for witness fees in such cases.

ARTICLE VII.

(a) At offices where only one telegrapher or telephoner is employed nine (9) consecutive hours, including meal hour, commencing between 6:30 and 8:30 a. m. or p. m., will constitute a day's work.

(b) At offices where two or more telegraphers or telephoners are employed eight (8) consecutive hours will constitute a day's work.

(c) Twelve (12) consecutive hours, including meal hour, will constitute a day's work for non-telegraph or non-telephone levermen, except in cases where the assignment is three (3) men working eight (8) hour tricks.

(d) Telegraphers or telephoners kept on duty by proper authority for telegraph or telephone service, or meeting a train or trains, for a period longer than the hours prescribed in paragraphs (a), (b) and (c), will be paid overtime, actual time to be counted.

(e) Telegraphers or telephoners required to return for service outside of their regular hours, after having been excused by the dispatcher, will be paid seventy-five (75) cents for the call and first hour, and overtime after the first hour until relieved.

(f) Telegraphers or telephoners performing service at wrecks, washouts and in other emergencies, will be paid forty (40) cents per hour, or pro rata where that is higher than forty (40) cents, time going to or returning from such wrecks or emergencies to be included; time to be computed from the hour at which they report for duty, and will continue until relieved.

(g) The rate of pay for overtime for telegraphers, telephoners and levermen will be forty (40) cents per hour, except where pro rata is higher, in such cases pro rata will apply.

(h) Overtime will not be allowed unless reported to the proper officer within forty-eight (48) hours after such time is made. Blanks for reporting overtime will be furnished upon request. When overtime is not allowed, reason will be given and claimant will be notified within ten days.

ARTICLE VIII.

Telegraphers and telephoners will be allowed one (1) hour for meals (beginning and ending) between 11:30 p. m. and 1:30 a. m., and between 11:30 a. m. and 1:30 p. m. If not relieved for meals, one (1) hour overtime will be allowed therefor. This does not apply to employes working less than nine (9) hours.

ARTICLE IX.

Employes, per Article I, will be excused from duty on Sunday when it is practicable to do so without detriment to the service.

ARTICLE X.

(a) An employe, per Article I, temporarily transferred to a position paying a lower rate

of wages than his regular assignment, will be paid at the rate of his regular wages; when transferred temporarily to a position paying a higher rate of wages, he will be paid at the rate of wages applying to such position.

(b) When transferred by direction of the company employes, per Article I, will be furnished free transportation for themselves, families and household goods, and will be allowed regular pay while in transit and making such transfer; rate of pay to be based on position from which transferred. Free transportation for the families and household goods of new employes will be furnished when lawful to do so, and when such employes have been assigned to regular positions and are actually in the service of the company.

In making transfer they will not be required to lose either day, in checking in or out, except when granted relief on personal account other than sickness or when transfer is made in trading positions. In such cases the delay occasioned by transfer will be borne by such employe going and returning.

(c) After five years' continuous service, employes may be transferred from one district to another, by consent of the district superintendents, and when so transferred they will retain one-half of their acquired seniority, not exceeding five years. They will be furnished a letter by the district superintendent, with a copy to the local chairman, showing seniority on the district leaving. Employe making transfer will take his place on extra list on district to which transferred, and will have the right to bid on vacancies, as per paragraph (d) of Article II.

(d) When taken from their regular positions to work extra, they will be paid \$1.00 per calendar day for expenses.

ARTICLE XI.

(a) Leave of absence and free transportation, in accordance with the general regulations of the company, will be granted.

(b) Employes who have been in continuous service of the company for a period of two or more years, who are required to perform any Sunday or legal holiday service, and who have a regular assignment, will be granted fifteen (15) days vacation each year without loss of pay.

Employes entitled to vacation as above and who have been put back on the extra list through no fault of their own, will receive their vacation.

ARTICLE XII.

This agreement will not change any rate in effect or commissions paid by other companies.

ARTICLE XIII.

Employes promoted to official positions will not lose their seniority, but while serving in such official positions they will not be considered employes under these rules; their seniority, however, will continue to accumulate.

ARTICLE XIV.

There will be no change in the foregoing rules and regulations, or wage scale, until after a notice of thirty days has been served.

Bay of Quinte Railway

(TAKING EFFECT JULY 1, 1914.)

ARTICLE I.

All employees filling positions incorporated in Article XXVI will be considered Telegraphers within the meaning of this schedule.

ARTICLE II.

When additional Telegraphers' positions are created compensation will be fixed in conformity with that for positions of the same class as shown by the attached wage schedule.

ARTICLE III.

All vacancies and permanent appointments will be immediately bulletined by a "23" message. Applications for vacancies must be made within ten days from date of bulletin.

The right of promotion will extend over the System and will be governed by merit, fitness and ability; where these are sufficient the Senior Telegrapher will be given the preference, the company to be the judge.

A complete list of all Telegraphers, showing their seniority standing will be kept on file in the main Dispatcher's office, open to the inspection of all Telegraphers concerned. This list will be subject to correction on proper representation from any Telegrapher.

The seniority of a Train Dispatcher as such will date from the time he was first appointed a Trick Dispatcher, unless by his own request he takes another position in the service under which circumstances his seniority as a Train Dispatcher will date from the time he was last appointed a Train Dispatcher.

A Train Dispatcher will retain seniority in the ranks of Agents and Operators.

A Telegrapher's seniority will date from the time he last entered the service as a Telegrapher.

ARTICLE IV.

When a Telegrapher is transferred by order of the proper official he will suffer no loss of time in consequence thereof, and will be allowed reasonable time (not to exceed four days and without pay) to arrange shipping of his household effects.

ARTICLE V.

A Telegrapher declining to accept promotion in any instance does not forfeit his right to the same or any other position he may be entitled to under his seniority when a vacancy occurs.

A Telegrapher on leave of absence when a vacancy occurs will not be debarred from claiming the position and receiving the appointment on resuming duty, if entitled to it.

ARTICLE VI.

If a position included in the attached schedule is abolished the Telegrapher will be entitled to the position held by the junior permanently located Telegrapher.

ARTICLE VII.

When a Telegrapher of over a year's standing is assigned to a new position for which he has applied in accordance with his seniority standing, and after a fair trial is found incompetent, he will take his place on the extra list, retaining his seniority rights, if his previous work has been satisfactory.

ARTICLE VIII.

Telegraphers accepting official positions in the company's service will retain their rights on the seniority list.

ARTICLE IX.

(a) The regular hours of duty will be specified by the Superintendent to all Telegraphers. If required for services outside these hours they will be given an official order as authority, and excused in the same manner, and will be allowed overtime as per Article X.

(b) The hours of all Agents will commence between the hours of 5 and 9 a. m.

(c) Not more than twelve consecutive hours, including meal hours, shall constitute a day's work.

(d) The hours of Dispatchers will be arranged by the Superintendent from time to time, in accordance with the work required of them.

ARTICLE X.

Overtime will be computed pro rata on schedule wages, based on twenty-six days per month, less than thirty minutes not to be counted. Thirty minutes or over to count as one hour, rate to be time and one-half.

ARTICLE XI.

If a Telegrapher is called before or after office hours he will be allowed forty-five cents which will cover one hour's service. If kept on duty more than one hour overtime will be allowed as prescribed in Article X. When a Telegrapher is required to attend a regular schedule train due to arrive at his station within three hours after his regular hours of duty, he shall be entitled to a minimum of one hour overtime for such service, and thereafter at the regular overtime rate.

ARTICLE XII.

Telegraphers required to work on Sunday will be paid extra pro rata on schedule salary for such service based on twenty-six days per month (any portion of an hour less than thirty minutes not to count, any portion of an hour thirty minutes or over to count as one hour) with a minimum compensation of twenty-five cents for each call, for which one hour's service shall, if required, be rendered.

ARTICLE XIII.

The record of overtime shown on the Dispatcher's running sheet shall be the basis for settlement for overtime work each month.

ARTICLE XIV.

When Telegraphers attend switch or semaphore lamps they will receive fifty cents per month for each lamp as such station. Telegraphers will keep order board signal lamp in good condition and lighted when required without extra compensation.

ARTICLE XV.

A regular Telegrapher called away from home to relieve a Telegrapher will be paid a minimum rate of five dollars per month more than his regular salary.

ARTICLE XVI.

In case of reduction in the number of Telegraphers employed the junior Telegrapher will be the first to be dispensed with.

ARTICLE XVII.

After thirty days' employment, Telegraphers on application will have returned to them all service cards and letters of recommendation held by the company, except those required by the company, in which case certified copies will be furnished.

On leaving the service, all such papers, except any previously issued by the company will be returned.

Telegraphers will also, on written request, and within ten days be given a certificate of service stating time of service, and in what capacity employed, and whether discharged or leaving of their own accord. If discharged, reason will be stated. If detained over ten days awaiting certificate they will be paid wages at schedule rates for time in excess of ten days.

ARTICLE XVIII.

When a Telegrapher is suspended or dismissed he will be advised of reason for such action; and a full and impartial investigation will be held by an officer of the company within fifteen days if requested by the Telegrapher, who will be advised of decision within the following fifteen days. Telegraphers will be notified to be present at such investigation, and may be accompanied by another Telegrapher without expense to the company. He will, if desired, be given a copy of the report of his signed evidence if such evidence is written.

Should he be proven not at fault at the investigation he will be reinstated and paid for the time lost at schedule rates, and will be paid irrespective of the decision when decision is not rendered within thirty days from date of charge.

ARTICLE XIX.

Telegraphers called to serve on Boards of Adjustment representing Telegraphers will be relieved on request of their chairman without unnecessary delay.

ARTICLE XX.

Telegraphers will be granted free transportation and leave of absence not exceeding two days to attend their meetings. Leave of absence will only be granted when it will not interfere with the requirements of the traffic and the service, and provided the company is not thereby put to an additional expense.

ARTICLE XXI.

Telegraphers attending court or investigation at the request of the proper official of the company will receive the same compensation as if on duty, and will be allowed reasonable expense if away from home, witness fees to be assigned to the company.

ARTICLE XXII.

Telegraphers will not be required to teach telegraphy, nor will a Telegrapher teach telegraphy on the railway premises without written permission of the superintendent.

ARTICLE XXIII.

When the handling of express or telegraph business for which a commission payment is allowed, is withdrawn from any Telegrapher, the wages will be adjusted to conform with that of similar stations in the same locality where such work is not performed by them.

ARTICLE XXIV.

Applications may be made to the superintendent direct for a revision of schedule.

ARTICLE XXV.

Telegraphers who have been in the employ of the company four or more consecutive years will, on application prior to May 1st, be allowed two weeks' leave of absence each year with schedule wages. If the company find it inconvenient to grant leave of absence during any year to a Telegrapher entitled to it under this rule the Telegrapher will be entitled to additional leave of absence in the next year. Applications for leave of absence filed in January of each year will be given preference, in order of seniority of applicants, and applicants will be advised thirty days in advance of date allotted to them. January applicants will have preference over later applicants. The company will, as far as practicable, relieve all applicants during the summer season, when so desired.

ARTICLE XXVI.

WAGE SCHEDULE.

Station and Position.	Rate per Month.
Moscow, agt. and opr.....	\$35.00
Enterprise, agt. and opr.....	50.00
Tamworth, agt. and opr.....	57.00
Marlbank, agt. and opr.....	60.00
Stoco, agt. and opr.....	35.00
Tweed, agt. and opr.....	70.00
Actinolite, agt. and opr.....	40.00
Queensboro, agt. and opr.....	40.00
Allens, agt. and opr.....	35.00

ARTICLE XXVII.

There will be no change in the foregoing rules and rates of pay within one year from date hereof, nor thereafter, except upon sixty days' notice from either party to this agreement to the other requesting a change.

ARTICLE XXVIII.

The Train Dispatchers' positions and Telegraphers' positions on the line Deseronto to Sydenham, inclusive, are transferred to and will be governed by the Canadian Northern Ontario Telegraphers' schedule.

L. C. FRITCH,

For the Railway Company.

W. R. THOMAS,

For the Telegraphers.

Baltimore & Ohio Railroad

(Wage Scale Effective September 1, 1917.)

(Article XI Effective December 26, 1917.)

(Other Rules Effective December 11, 1917.)

ARTICLE I.

(a) The following rules and rates of pay shall apply to all telegraphers, telephoners, levermen, and the exclusive agents specified in the subjoined wage scale, hereinafter referred to as "Employees." (The word "telephoners" is understood to mean all telephoners and agent-telephoners whose duties include the handling of train orders or the blocking or reporting of trains by telephone, and all telephoners used in place of telegraphers and having regular tricks as telephoners.)

(b) When new positions are created, duties of existing positions materially changed, or duties of existing positions changed from one class to another, as defined by the key preceding the schedule of pay, compensation will be fixed in conformity with the same class and character of positions as are specified in the wage scale for the portion of the division on which located, and the rules will apply to employees filling such positions, new rates of pay to be effective from date first taken up by local chairman.

(c) When the handling of express or other business for which a commission is allowed is taken away from any employee covered by this agreement, the wages for the position affected will be readjusted to conform to the rate paid at similar positions on that division.

(d) An agent-operator position becoming an exclusive agency position entitles the agent-operator thereby affected to the exclusive agency without reduction of wage and the position will be considered an agent's position within the meaning of this agreement, and will be covered by the rules as provided herein.

(e) If any position of the same class and character as those included in the schedule shall be overlooked or inadvertently omitted in framing the wage scale, the employees filling such positions shall be governed by the same rules and paid on the same basis as those herein specified.

ARTICLE II.

(a) Employees held out of service pending investigations, if found to be without fault as charged, shall be reinstated and paid for wages lost. Trials will be held within ten days, and decisions rendered as soon as possible thereafter.

Employees shall not be disciplined without impartial trial, unless they waive it. Employees shall be given reasonable notice in order to produce witnesses and, if desired, may be accompanied by their local chairman or an advisory co-employee.

When investigations result unfavorably to employees, they shall have the right to appeal in person, or through committees of employees, to the highest operating official.

(b) Before placing their cases in the hands of the local board of adjustment, disciplined employees will be required to take their

cases up with the superintendent, either in writing or in person. When taken up in person, they may be accompanied by their local chairman or an advisory co-employee.

ARTICLE III.

(a) Employees shall be regarded in line of promotion, and where ability and qualifications are sufficient, seniority will prevail. The proper official of the company shall determine the fitness of such employees for advancement. Employees who have secured positions as per Article IV, shall be given a fair and impartial trial at such positions. Employees dismissed from the service of the company and reinstated within one year, shall not lose their seniority. Those who leave the service voluntarily and are re-employed, will rank as new men.

(b) Seniority of employees will date from the day on which the first actual work was performed in any class of service covered by this agreement. (When a vacancy occurs in a leverman's position, it will be advertised, and after extra lists of levermen are exhausted, telegraphers bidding therefor will be entitled to the position according to their ability and seniority, but when reductions in positions of telegraphers occur, causing such employees to exercise seniority, it cannot be used to displace levermen.)

ARTICLE IV.

(a) Each local chairman shall be furnished semi-annually, a seniority list embodying the employees employed on his superintendent's division.

(b) The company will, between the first and tenth of each month, bulletin all vacancies and new positions occurring during the previous month, stating salary for each position. Application in duplicate (in the handwriting of the applicant) must be filed within ten days, and one copy will be mailed to the applicant before advertisements close.

(c) Permanent appointments shall be made within twenty days from the date of bulletins, and appointees shall be placed within thirty-five days from the date of bulletins advertising such vacancies or new positions, and a list of appointments published in the bulletins of the following month. Provided, that employees who obtain bulletined positions and are compelled by incompetency, or impelled by other reasons to relinquish such positions, shall be placed and remain on the extra list until such vacancies to which their seniority entitles them occur, or are created; except that they shall not be eligible to return to their immediately preceding positions until they have been advertised a second time.

Employees not placed within thirty-five days, through no fault of their own, shall be paid one dollar per day in addition to the regular salary of the position at which working.

ARTICLE V.

Employees will not be allowed to trade positions except in emergencies and with the permission of the proper officer of the company, and not to exceed a period of thirty days; except that one employee in the same office shall be permitted to move up during a temporary vacancy exceeding one week's duration, according to seniority.

ARTICLE VI.

(a) Employees accepting positions of Supervisors of Transportation, Trainmaster, Assistant Trainmasters, Division Operators, Train Dispatchers or Relief Agents shall not forfeit their seniority, but may assert it only by going on the extra list in the branch of service from which transferred and then filing applications for vacancies or new positions. Seniority shall not be accumulated while holding the above positions after one year.

Employees accepting other than the above mentioned positions, not covered by this schedule, shall forfeit their seniority after having filled such positions more than one year.

(b) When a reduction of force is made, and for no other cause, employees thereby relieved shall have the right to positions in the same branch of service covered by this schedule on their respective divisions, for which they are competent and to which their seniority entitles them, but they shall assert their seniority in writing within ten days, except that Exclusive Agents, Assistant Agents, Exclusive Ticket Agents and Coal Billing Agents specified in this agreement will not be subject to displacement nor have the right to displace another employee on account of reduction of force, except among themselves.

(c) When offices are moved from one location to another, if the distance exceeds two miles and not beyond the location of another office, the individual employees at the original location shall have the right to elect within three days from the date of the change whether they will follow the office. If they decide not to follow the office, paragraph "b" applies.

(d) When conditions indicate the necessity for temporary work of thirty days or more for Copy or Side Wire operators, such positions shall be bulletined and answered by wire within five days and successful applicants may return to their immediately preceding positions within six months; Article IV, paragraphs "b" and "c" do not apply. After six months, their immediately preceding positions will be advertised, and they may assert their seniority only by bidding in vacancies, including their immediately preceding positions.

ARTICLE VII.

(a) Employees transferred from one superintendent's division to another by their own request shall rank from date of transfer on seniority list of the division to which transferred.

(b) When the company transfers an extra employee temporarily from one division to another, such employee shall retain his seniority on the division from which transferred and rank on the division to which transferred

from the date of transfer, local chairman of each division affected to be notified immediately of dates of transfer. If he remains on new division three months, he shall surrender seniority on division from which transferred.

(c) When an office is transferred from one superintendent's division to another, such employees shall carry their seniority to the division to which transferred.

ARTICLE VIII.

Employees who have been in the service of the company for two years or more, may be given leave of absence for six months, if relief men are available, and at the end of that time, or before, if desired, upon making application to their proper officer, may resume their employment without losing their seniority; provided that employees on such leave (except sickness) shall forfeit all rights to positions becoming vacant during their absence, and no more than one such leave (other than short vacations) shall be given in any consecutive period of two years.

ARTICLE IX.

(a) All telegraphers, telephoners and levermen who are not relieved from Sunday duty and who have been in the service of the company one year and less than two years, shall have seven days' annual leave with pay, or in lieu thereof, seven days' additional pay.

(b) All telegraphers, telephoners and levermen who are not relieved from Sunday duty and who have been in the service of the company two years or more, shall have fifteen days' annual leave with pay, or in lieu thereof, fifteen days' additional pay.

(c) Exclusive agents whose hours of duty are ten or more per day and who have been in the employ of the company one year and less than two years, shall have seven days' annual leave with pay, or in lieu thereof, seven days' additional pay.

(d) Exclusive agents whose hours of duty are ten or more per day and who have been in the employ of the company two or more years, shall have fifteen days' annual leave with pay, or in lieu thereof, fifteen days' additional pay.

(e) The foregoing paragraphs of this article do not apply to extra employees, but when an extra employee becomes a regular employee, the accumulated days worked extra shall be credited to his service record, and when added to his time worked after becoming regular, shall form the basis for vacation allowance as per this article at the salary of the position which he holds.

ARTICLE X.

(a) Overtime is time worked in excess of the regular hours, and shall be paid for at the rate of forty cents per hour for every consecutive hour worked until relieved, regardless of locations, relay offices excepted. When the regular rate is higher than the overtime rate, overtime shall be paid for pro rata. In computing overtime, thirty minutes and less than sixty minutes shall be considered an hour. Less than thirty minutes shall not be counted, except at the general relay offices, where the actual overtime shall be allowed, and fractions of an

hour shall be credited. Overtime shall not be allowed unless it is reported by mail to the proper officer within forty-eight hours. Employees shall be notified within five days when overtime is not allowed.

(b) Employees summoned to service before or after being excused by proper authority, or leaving the office for the day, shall be paid sixty cents for the first hour or fraction thereof, and the regular overtime rate thereafter.

ARTICLE XI.

When employees are required to work on Sunday they will be so advised on the preceding Saturday. Employees required to report for duty on Sunday shall be paid for such service at the regular pro rata rate based upon calendar month, such pay to be in addition to their regular monthly wages.

The hours of work required on Sunday shall be within regular daily established hours of the employee affected. If any employee's trick is split more than twice on Sunday, employee shall receive pay for the entire day. The above is to apply to both road and relay positions covered by the schedule.

ARTICLE XII.

(a) Employees holding regular positions when working temporarily in other offices not located within the same building shall receive \$1.00 per day in addition to the regular salary for the office at which working, but not less than the regular rate of the relieving employee; provided this rule shall not apply to employees entering the general relay and dispatching offices, or for the purpose of relieving employees who are given leave of absence to attend committee meetings or other work pertaining to the Order of Railroad Telegraphers. Employees working in the general relay or dispatching offices who work temporarily in other offices not located within the same building shall receive \$1.00 per day in addition to the regular salary for the office at which working, but not less than the regular rate of the relieving employee, regardless of the above provision.

(b) Regular employees who perform duties of relief agents shall receive the same rate of pay and expenses allowed relief agents. (Where a telegrapher or telephoner relieves an agent at the same station, he will receive relief agent's pay, with no expenses.)

(c) Extra employees shall receive the same salary as the men they relieve.

(d) Extra employees, when competent, will not be displaced by extra employees, except when necessary to protect the requirements of the service, or for the purpose of equalizing extra time between such employees.

(e) Telegraphers or telephoners relieving employees at unscheduled or non-telegraph positions will be paid not less than the minimum rate for telegraphers on the division, but the hours of service per day shall be the established hours for the position where fixed, otherwise ten consecutive hours including meal hour, after which the overtime rule shall apply.

ARTICLE XIII.

(a) Employees transferred from one station to another shall receive pay for the time consumed in transferring, free transporta-

tion for themselves, dependent members of their families and household goods. Rate of pay to be based upon position from which transferred.

(b) Employees summoned by the company as witnesses in the courts, or when summoned to attend company investigations in which they are not directly involved, will receive their daily rate of pay while in attendance, necessary traveling expenses while away from home and transportation. Court fees and mileage to be assigned to the railroad company.

(c) Employees required to report for re-examination (medical or other) and thereby losing time, will be paid therefor at their regular daily rate.

ARTICLE XIV.

The company will relieve employees from scrubbing floors, cleaning windows and out-buildings, but they will be expected to keep their offices in a neat and orderly condition.

ARTICLE XV.

Where other employees are not available, employees who are required to attend switch lights, crossing or inter-track gates, will receive \$5.00 each per month; for operating pumps, \$10.00 each per month additional compensation.

ARTICLE XVI.

(a) In three or more trick offices (other than general relay offices) eight consecutive hours shall constitute a day's work.

(b) In two trick offices eight consecutive hours shall constitute a day's work.

Baltimore and Ohio (except Southwest District).

(c) In one trick offices, nine hours, exclusive of meal hour, shall constitute a day's work. Except as relieved for meals the hours shall be consecutive. The meal hour shall commence between 11:00 a. m. and 12:30 p. m. or between 11:00 p. m. and 12:30 a. m.

Baltimore and Ohio (Southwest District).

(d) In one trick offices, nine hours, exclusive of meal hour, shall constitute a day's work. Except as relieved for meals the hours shall be consecutive. The meal hour will be allowed between 11:00 a. m. and 1:00 p. m. or between 11:00 p. m. and 1:00 a. m.

Baltimore and Ohio (except Southwest District).

(e) For exclusive agents eleven consecutive hours, commencing between 6:00 a. m. and 8:00 a. m., including meal hour, shall constitute a day's work. Meal hour shall commence between 11:00 a. m. and 1:00 p. m.

Baltimore and Ohio (Southwest District).

(f) For exclusive agents ten and one-half consecutive hours, commencing between 6:00 a. m. and 8:00 a. m., including meal hour, shall constitute a day's work. Meal hour will be allowed between 11:00 a. m. and 1:00 p. m.

(g) In these offices the first trick shall begin between 6:00 and 8:00 a. m. or 6:00 and 8:00 p. m.

(h) Employees not released for meals within the time limits named will be allowed one hour overtime on that account and thirty minutes for meals at the first opportunity.

(i) The hours of duty of levermen will be maintained as in effect March 1, 1914, with the exception that where they are working more than ten hours, the hours will be reduced to ten, exclusive of meal hour.

(The word trick is understood to mean a period of time constituting a day's work. Tricks are created by any changes in the hours between which employees work during the twenty-four hour period. For example, at one office two operators go on duty at 8:00 a. m., another at 10:00 a. m., and another at 11:00 a. m., and night shifts begin work at 8:00 p. m. and 10:00 p. m. This would be a five trick office.)

ARTICLE XVII.

When the hours of an office are changed from a two or three to a one-trick basis the employees thereby affected may claim the remaining trick according to their seniority. If remaining trick is not claimed by them it will be advertised, and the employees affected may assert their seniority according to Article VI, paragraph "b".

When the hours are changed from a one to a two or three-trick basis, all tricks will be advertised, unless the employee filling the one trick has held it, for at least one year, and desires to retain either of the three tricks.

ARTICLE XVIII.

Employees in the general relay offices at Baltimore, Grafton, Pittsburgh, Newark and Cincinnati shall be governed by the following conditions:

(a) Eight hours, exclusive of thirty minutes for lunch, shall constitute a day's work.

(b) They will be allowed ten days' vacation annually with pay.

(c) On week days no split will be made in any trick, except in case of emergency, not exceeding three days in any month for any one man, and when done, a reduction of one hour will be made for the day's work.

(d) Overtime will be paid for at the rate of 50 cents per hour.

(e) When employees are relieved for seven days or more, the other ranking employees will be entitled to fill the positions during such absence if they so desire, but will not be permitted to work more than one trick per day, except the day the change is made, nor will overtime be allowed for the double.

(f) In the general relay offices vacancies will be filled by advancing the regular and extra men according to their office seniority (incidental extra work will not establish official seniority) and the last trick or any extra forces required will be advertised for as follows:

Baltimore—On the Philadelphia, Baltimore and Cumberland Divisions.

Grafton—On the Monongah, Wheeling and Ohio River Divisions.

Pittsburgh—On the Connellsville, Pittsburgh, New Castle and Cleveland Divisions.

Newark—On the Newark and Chicago Divisions.

Cincinnati—On the Ohio, Indiana, Illinois and Toledo Divisions.

(g) When the force at any of these offices is reduced, the telegraphers therein will be set back in accordance with their office seniority in the reverse of the order promoted. Telegraphers who have obtained extra positions in relay offices during the regular vacation period, upon termination of the vacation period will return to their immediately preceding positions.

(h) All telegraphers or telephoners in relay offices shall receive the same rate of pay for that office.

(i) Division employees securing positions in relay offices shall retain their seniority on their respective divisions.

ARTICLE XIX.

At stations or offices where more than ten cells of local or main line batteries are in use, employees will not be required to clean any of them.

ARTICLE XX.

Telegraphers and telephoners at temporary ends of single track during periods of construction, at wrecks, washouts and similar places, will receive \$3.00 per day; eight hours or less to constitute a day. When called from regular duties to perform such service, they will be allowed for it only.

ARTICLE XXI.

At places where there are two or more offices located in the same town, and employees are compelled to work a partial time in more than one of those offices, they shall receive salary at rate of the highest office.

ARTICLE XXII.

It is not the disposition of the railroad company to displace operators by having trainmen or other employees operate the telephone for the purpose of blocking trains, handling train orders or messages, except in bona fide cases of emergency. This does not apply to train crews using the telephone at the ends of passing sidings or spur tracks in communicating with the operator.

ARTICLE XXIII.

Employees shall be furnished by the company with copies of this schedule and all amendments or supplements thereto.

ARTICLE XXIV.

These rules shall not, except by mutual consent, impair any privilege now in effect and not herein enumerated.

ARTICLE XXV.

The parties hereto agree to give thirty days' notice in writing to each other of a desire to deviate from or terminate this agreement.

All new rules and changes in old rules to be effective December 11, 1917, with the exception of Article 11, which is effective December 26, 1917. Wage scale effective September 1, 1917.

For The Baltimore and Ohio Railroad Co.:

(Signed) CHARLES SELDEN,
Supt. of Telegraph.

For the Employees:

(Signed) J. YEAGER,
General Chairman.

KEY.

A—Exclusive Agent.
 AA—Assistant Agent.
 AO—Agent and Operator.
 B—Block Operator.
 C—Clerk and Operator.
 M—Weighmaster.
 O—Operator.
 Q—Telephoner.
 R—Leverman.
 S—Operator handling Switches.
 T—Ticket Agent and Operator, or
 Operator selling Tickets.
 TA—Exclusive Ticket Agent.
 W—Side Wire Operator.
 Y—Copy Operator.

RELAY OFFICES.

Location, Call and Position.	Rate per Month
Baltimore, Md. (GO), wire chief.....	\$122.00
Baltimore, Md. (GO), wire chief.....	122.00
Baltimore, Md. (GO), wire chief.....	122.00
Baltimore, Md. (GO), traffic chief.....	112.00
Baltimore, Md. (GO), traffic chief.....	112.00
Baltimore, Md. (GO), O. (23).....	105.00
Grafton, W. Va. (GR), wire chief.....	114.00
Grafton, W. Va. (GR), wire chief.....	114.00
Grafton, W. Va. (GR), O. (7).....	100.00
Pittsburgh, Pa. (DS), wire chief.....	119.00
Pittsburgh, Pa. (DS), wire chief.....	119.00
Pittsburgh, Pa. (DS), wire chief.....	119.00
Pittsburgh, Pa. (DS), O. (7).....	107.00
Newark, O. (WF), wire chief.....	117.00
Newark, O. (WF), wire chief.....	112.00
Newark, O. (WF), O. (5).....	102.00
Cincinnati, O. (SG), manager.....	129.00
Cincinnati, O. (SG), nt. wire chief.....	111.00
Cincinnati, O. (SG), O. (7).....	103.00

PHILADELPHIA DIVISION.

Location, Call and Position.	Rate per Month
Philadelphia—C.....	\$117.00
Chestnut St. (F), W.....	94.00
Chestnut St. (F), W. C.....	94.00
Chestnut St. (F), W. C.....	94.00
Chestnut St. (F), W. C.....	94.00
Chestnut St. (RA), B. S.....	88.00
Chestnut St. (RA), B. S.....	88.00
Chestnut St. (RA), B. S.....	88.00
Locust St. (X), S.....	98.00
Locust St. (X), S.....	98.00
Locust St. (X), S.....	98.00
Wharton St. (WO), S.....	101.00
Wharton St. (WO), S.....	101.00
Wharton St. (WO), S.....	101.00
Wharton St. (WO), R.....	70.00
Wharton St. (WO), R.....	70.00
East Side (G), C.....	85.00
East Side (G), C.....	85.00
25th Street—B. Q.....	69.00
25th Street—B. Q.....	69.00
25th Street—B. Q.....	69.00
Swanson Street—B. Q.....	69.00
Swanson Street—B. Q.....	69.00
Swanson Street—B. Q.....	69.00
58th Street—Q. S.....	73.00
58th Street—Q. S.....	73.00
58th Street—Q. S.....	73.00
Darby—A.....	73.00
Collingdale—A.....	71.00
Holmes (HO), A. O.....	82.00
Holmes (HO), C.....	82.00
Holmes (HO), C.....	82.00
Eddystone (WA), A. O.....	86.00
Chester—A.....	92.00
Chester (CR), T.....	85.00

Location, Call and Position.

Rate per Month

Boothwyn—A.....	\$ 71.00
Silverside (SD), S.....	82.00
Silverside (SD), S.....	82.00
Silverside (SD), S.....	82.00
Wilmington (WD), T.....	100.00
Wilmington (WD), T.....	81.00
Richardson (JC), C.....	90.00
Landenberg Jct. (WJ), B. S.....	89.00
Landenberg Jct. (WJ), B. S.....	89.00
Landenberg Jct. (WJ), B. S.....	89.00
Kiamensi—A.....	66.00
Yorklyn—A.....	89.00
Yorklyn (KN), B. C.....	75.00
Hockessin—A.....	66.00
Landenberg (CD), A. O. B.....	92.00
Newark—A.....	85.00
Newark (N), S.....	82.00
Newark (N), S.....	82.00
Newark (N), S.....	82.00
Elk Mills—A.....	70.00
Singerly (SY), S.....	82.00
Singerly (SY), S.....	82.00
Singerly (SY), S.....	82.00
Singerly—A.....	65.00
Childs—A.....	92.00
Childs (CH), C.....	75.00
Leslie (NO), A. O.....	79.00
Foys Hill (HX), S.....	82.00
Foys Hill (HX), S.....	82.00
Foys Hill (HX), S.....	82.00
Aikin—A.....	60.00
Aikin (SA), S.....	84.00
Aikin (SA), S.....	84.00
Havre-de-Grace (SB), A. O.....	85.00
Aberdeen—A.....	87.00
Aberdeen (A), S.....	82.00
Aberdeen (A), S.....	82.00
Aberdeen (A), S.....	82.00
Belcamp (BE), A. O.....	79.00
Sewell—A.....	56.00
Van Bibber—A.....	77.00
Clayton Tower (CN), S.....	82.00
Clayton Tower (CN), S.....	82.00
Clayton Tower (CN), S.....	82.00
Joppa—A.....	60.00
Bradshaw—A.....	77.00
Cowenton—A.....	77.00
Poplar Tower (BS), S.....	82.00
Poplar Tower (BS), S.....	82.00
Poplar Tower (BS), S.....	82.00
58th Street—AA.....	96.00
East Side (Schuylkill Draw)—R.....	85.00
East Side (Schuylkill Draw)—R.....	85.00
East Side (Schuylkill Draw)—R.....	85.00
Aikin (SA), S.....	84.00

BALTIMORE DIVISION.

Location, Call and Position.	Rate per Month
Bay View (BA), B. S.....	\$100.00
Bay View (BA), B. S.....	100.00
Bay View (BA), B. S.....	100.00
Waverly (SF), B. S.....	97.00
Waverly (SF), B. S.....	97.00
Waverly (SF), B. S.....	97.00
Huntingdon Avenue (HU), B. S.....	98.00
Huntingdon Avenue (HU), B. S.....	98.00
Huntingdon Avenue (HU), B. S.....	98.00
North Avenue (NA), B. S.....	98.00
North Avenue (NA), B. S.....	98.00
North Avenue (NA), B. S.....	98.00
Mt. Royal (RM), B. S.....	98.00
Mt. Royal (RM), B. S.....	98.00
Mt. Royal (RM), B. S.....	98.00
Camden Cut (CA), B. S.....	98.00
Camden Cut (CA), B. S.....	98.00

Location, Call and Position.	Rate per Month	Location, Call and Position.	Rate per Month
Camden Cut (CA), B. S.....	\$ 98.00	Barnesville (BA), B. S.....	\$ 82.00
Lee Street (DX), B.....	98.00	Barnesville (BA), B. S.....	82.00
Lee Street (DX), B.....	98.00	Dickerson (DN), B. S.....	82.00
Lee Street (DX), B.....	98.00	Dickerson (DN), B. S.....	82.00
Lee Street—R.....	77.00	Dickerson (DN), B. S.....	82.00
Lee Street—R.....	77.00	Dickerson—A.....	67.00
Lee Street—R.....	77.00	Washington Junction—A.....	78.00
Baileys (BY), B.....	95.00	Washington Junction (KG), B. S. Mgr.	95.00
Baileys (BY), B.....	95.00	Washington Junction (KG), B. S.....	96.00
Baileys (BY), B.....	95.00	Washington Junction (KG), B. S.....	96.00
Baileys—R.....	76.00	Washington Junction (KG), B. S.....	92.00
Baileys—R.....	76.00	Brunswick (Central) (UN), O.....	97.00
Baileys—R.....	76.00	Brunswick (Central) (UN), O.....	92.00
Riverside (RV), B. S.....	98.00	West Brunswick (WB), B. S.....	94.00
Riverside (RV), B. S.....	98.00	West Brunswick (WB), B. S.....	94.00
Riverside (RV), B. S.....	98.00	West Brunswick (WB), B. S.....	94.00
Russell Street (RN), B. S.....	98.00	Knoxville—A.....	61.00
Russell Street (RN), B. S.....	98.00	Weverton (VO), B. S.....	91.00
Russell Street (RN), B. S.....	98.00	Weverton (VO), B. S.....	91.00
Westport (WP), B. S.....	93.00	Weverton (VO), B. S.....	91.00
Westport (WP), B. S.....	93.00	Weverton (WE), A. O.....	98.00
Westport (WP), B. S.....	93.00	Gapland (JA), A. O. B.....	70.00
Carrolls (CX), B. S.....	100.00	Keedysville (KD), A. O. B.....	68.00
Carrolls (CX), B. S.....	100.00	Hagerstown (HA), B. T.....	84.00
Carrolls (CX), B. S.....	100.00	Adamstown Junction (AX), B. S.....	78.00
Claremont (SX), C.....	90.00	Adamstown Junction (AX), B. S.....	78.00
Carrolls—R.....	76.00	Adamstown Junction (AX), B. S.....	78.00
West Baltimore—R.....	73.00	Adamstown—A.....	74.00
West Baltimore—R.....	73.00	Buckeystown—A.....	67.00
West Baltimore—R.....	73.00	Frederick Junction (FE), A. O. B.....	86.00
Halethorpe (HX), B. S.....	95.00	Frederick Junction (FE), B. C. T.....	80.00
Halethorpe (HX), B. S.....	95.00	Frederick (FD), B. C.....	80.00
Halethorpe (HX), B. S.....	95.00	Reels Mills (RS), B. S.....	83.00
Relay—A.....	87.00	Reels Mills (RS), B. S.....	83.00
Elkridge—A.....	60.00	Reels Mills (RS), B. S.....	83.00
Jessups—A.....	70.00	Monrovia—A.....	60.00
Annapolis Junction (PA), B.....	78.00	Monrovia (RO), B.....	75.00
Annapolis Junction (PA), B.....	78.00	Monrovia (RO), B.....	75.00
Annapolis Junction (PA), B.....	78.00	Monrovia (RO), B.....	75.00
Annapolis Junction—A.....	72.00	Mt. Airy—A.....	79.00
Savage—A.....	66.00	Mt. Airy Junction (MA), B. S.....	83.00
Laurel—A.....	80.00	Mt. Airy Junction (MA), B. S.....	83.00
Muirkirk—A.....	60.00	Mt. Airy Junction (MA), B. S.....	83.00
Beltsville—A.....	60.00	Watersville Junction (WX), B. S.....	78.00
Berwyn—A.....	65.00	Watersville Junction (WX), B. S.....	78.00
Alexandria Junction (JU), B. S.....	87.00	Watersville Junction (WX), B. S.....	78.00
Alexandria Junction (JU), B. S.....	87.00	Woodbine (DW), B. C.....	78.00
Alexandria Junction (JU), B. S.....	87.00	Woodbine (DW), B. C.....	78.00
Hyattsville—A.....	75.00	Woodbine (DW), B. C.....	78.00
Bennings (BN), A. O.....	85.00	Gaithers (G), B. S.....	80.00
Langdon—A.....	70.00	Gaithers (G), B. S.....	80.00
Uniontown—A.....	87.00	Gaithers (G), B. S.....	80.00
F Tower (12th Street) (F), B. S.....	98.00	Marriottsville (MR), B.....	75.00
F Tower (12th Street) (F), B. S.....	98.00	Marriottsville (MR), B.....	75.00
F Tower (12th Street) (F), B. S.....	98.00	Marriottsville (MR), B.....	75.00
Rhode Island Avenue (QN), B. S.....	98.00	Woodstock—A.....	80.00
Rhode Island Avenue (QN), B. S.....	98.00	Sykesville (U), A. O.....	78.00
Rhode Island Avenue (QN), B. S.....	98.00	Hollofield (HS), B. S.....	78.00
University—A.....	66.00	Hollofield (HS), B. S.....	78.00
*Takoma Park—A.....	71.00	Hollofield (HS), B. S.....	78.00
Silver Springs (SG), A. O.....	72.00	Ellicott City—A.....	93.00
Forrest Glen (FN), A. O.....	68.00	Grays (GR), B.....	75.00
Kensington—A.....	65.00	Grays (GR), B.....	75.00
Rockville—A.....	85.00	Grays (GR), B.....	75.00
Washington Grove—A.....	60.00	Ilchester—A.....	60.00
Gaithersburg—A.....	79.00	Millville—A.....	62.00
Germantown—A.....	66.00	Charlestown—A.....	81.00
Germantown (GM), B. S.....	82.00	Charlestown (CH), B. T.....	83.00
Germantown (GM), B. S.....	82.00	Summit Point (SP), A. O. B.....	73.00
Germantown (GM), B. S.....	82.00	Winchester (WN), B. T.....	84.00
Boys (DS), A. O. B. S.....	78.00	Middletown (MD), A. O. B.....	70.00
Boys (DS), B. S.....	75.00	Strasburg Junction—A.....	85.00
Boys (DS), B. S.....	75.00	Strasburg Junction (C), B. C.....	70.00
Barnesville—A.....	67.00	Strasburg Junction (C), B. C.....	70.00
Barnesville (BA), B. S.....	82.00	Harrisonburg (HB), T.....	87.00

Location, Call and Position.	Rate per Month	Location, Call and Position.	Rate per Month
Cave Station (WY), A. O. B.	\$ 65.00	Moorefield—A. Q.	85.00
Staunton (SN), B. T.	87.00	Pattersons Creek (FN), B. S.	85.00
Greenville (GR), A. O. B.	68.00	Pattersons Creek (FN), B. S.	85.00
Raphine (RY), A. O. B.	68.00	Pattersons Creek (FN), B. S.	85.00
Timber Ridge (RD), A. O. B.	65.00	Evitts Creek (GE), B. S.	87.00
East Lexington (AX), A. O. B.	77.00	Evitts Creek (GE), B. S.	87.00
Lexington (D), B. T.	77.00	Evitts Creek (GE), B. S.	87.00
Woodbine—A.	59.00	Cumberland (WC), W. Chf.	98.00
Hanover—A.	54.00	Cumberland (WC), W. Chf.	98.00
Derwood—A.	52.00	Cumberland (WC), W. Chf.	98.00
Buck Lodge—A.	55.00	Cumberland (WC), W.	93.00
Lime Kiln—A.	53.00	Cumberland (WC), W.	93.00
Ijamsville—A.	54.00	Cumberland (WC), W.	93.00
College—A.	54.00	Cumberland (WC), W.	93.00
Lansdowne—A.	50.00	Viaduct Junction (ND), B. S.	87.00
Hoods Mills—A.	51.00	Viaduct Junction (ND), B. S.	87.00
Branchville—A.	55.00	Viaduct Junction (ND), B. S.	87.00
Brentwood—A.	55.00	Viaduct Junction—R.	60.00
Lexington—A.	92.00	Viaduct Junction—R.	60.00
Brunswick—A.	95.00	McKenzie (CO), B. S.	81.00
Halltown—A.	50.00	McKenzie (CO), B. S.	81.00
Stephens City—A.	55.00	McKenzie (CO), B. S.	81.00
Doubs—A.	50.00	Rawlings (RW), B. S.	81.00
		Rawlings (RW), B. S.	81.00
		Rawlings (RW), B. S.	81.00
		Keyser (KY), B.	84.00
		Keyser (KY), B.	84.00
		Keyser (KY), B.	84.00
		Keyser—A.	95.00
		West Keyser (Z), B. S.	83.00
		West Keyser (Z), B. S.	83.00
		West Keyser (Z), B. S.	83.00
		Piedmont (P), B. S.	83.00
		Piedmont (P), B. S.	83.00
		Piedmont (P), B. S.	83.00
		Piedmont—R.	60.00
		Piedmont—R.	60.00
		Bond (BD), B. S.	82.00
		Bond (BD), B. S.	82.00
		Bond (BD), B. S.	82.00
		Strickers (HX), B. S.	82.00
		Strickers (HX), B. S.	82.00
		Strickers (HX), B. S.	82.00
		Altamont (AM), B. S.	83.00
		Altamont (AM), B. S.	83.00
		Altamont (AM), B. S.	83.00
		Deer Park (DE), B. S.	81.00
		Deer Park (DE), B. S.	81.00
		Deer Park (DE), B. S.	81.00
		Mountain Lake Park (MK), B. S.	81.00
		Mountain Lake Park (MK), B. S.	81.00
		Mountain Lake Park (MK), B. S.	81.00
		Mountain Lake Park—A.	67.00
		Oakland (OA), B.	80.00
		Oakland (OA), B.	80.00
		Oakland (OA), B.	80.00
		Oakland—A.	75.00
		Hutton—A.	66.00
		Rinards (RX), B. S. C.	87.00
		Rinards (RX), B. S. C.	87.00
		Rinards (RX), B. S. C.	87.00
		Terra Alta (CA), B. S.	88.00
		Terra Alta (CA), B. S.	88.00
		Terra Alta (CA), B. S.	88.00
		Terra Alta—A.	82.00
		Rodemer (RO), B. S.	82.00
		Rodemer (RO), B. S.	82.00
		Rodemer (RO), B. S.	82.00
		M. & K. Tower (R), B.	88.00
		M. & K. Tower (R), B.	88.00
		M. & K. Tower—R.	60.00
		M. & K. Tower—R.	60.00
		Rowlesburg—A.	75.00

CUMBERLAND DIVISION. Rate per

Location, Call and Position.	Month
Harpers Ferry (HF), B. S.	\$ 87.00
Harpers Ferry (HF), B. S.	87.00
Harpers Ferry (HF), B. S.	87.00
Engles (N), B. S.	82.00
Engles (N), B. S.	82.00
Engles (N), B. S.	82.00
Engles—A.	80.00
Hobbs (RN), B. S.	86.00
Hobbs (RN), B. S.	86.00
Hobbs (RN), B. S.	86.00
Martinsburg (NA), B. S.	88.00
Martinsburg (NA), B. S.	88.00
Martinsburg (NA), B. S.	88.00
East Cumbo (BO), B.	83.00
East Cumbo (BO), B.	83.00
East Cumbo (BO), B.	83.00
West Cumbo (W), B. S.	88.00
West Cumbo (W), B. S.	88.00
West Cumbo (W), B. S.	88.00
Millers (R), B. S.	88.00
Millers (R), B. S.	88.00
Millers (R), B. S.	88.00
Sleepy Creek (CS), B. S.	83.00
Sleepy Creek (CS), B. S.	83.00
Sleepy Creek (CS), B. S.	83.00
Hancock (HO), B. S. C.	88.00
Hancock (HO), B. S.	88.00
Hancock (HO), B. S.	88.00
Hancock—A.	77.00
Berkeley Springs (BG), A. O.	77.00
Sir Johns Run (CK), B. S.	88.00
Sir Johns Run (CK), B. S.	88.00
Sir Johns Run (CK), B. S.	88.00
Great Cacapon (GC), B. S.	83.00
Great Cacapon (GC), B. S.	83.00
Great Cacapon (GC), B. S.	83.00
Great Cacapon—A.	56.00
Orleans Road (AD), B. S.	86.00
Orleans Road (AD), B. S.	86.00
Orleans Road (AD), B. S.	86.00
Paw Paw—A.	77.00
Okonoko (NO), B. S.	86.00
Okonoko (NO), B. S.	86.00
Okonoko (NO), B. S.	86.00
Green Spring (GI), B. S.	87.00
Green Spring (GI), B. S.	87.00
Green Spring (GI), B. S.	87.00
Green Spring—A.	82.00
Romney (RO), A. O.	\$ 95.00

SCHEDULES AND WAGE SCALES.

Location, Call and Position.	Rate per Month	Location, Call and Position.	Rate per Month
Blaser (K), B. S.	\$ 83.00	Central (CS), B. C.	\$ 78.00
Blaser (K), B. S.	83.00	Central (CS), B.	77.00
Blaser (K), B. S.	83.00	Pennsboro (NR), B. C.	77.00
West End-(WS), B. S.	83.00	Pennsboro (NR), B. C.	77.00
West End (WS), B. S.	83.00	Pennsboro (NR), B.	77.00
West End (WS), B. S.	83.00	Ellenboro (BU), A. O. B.	83.00
Newburg-A.	79.00	Cornwallis (CO), B. C.	79.00
Hardman (Q), B. S.	88.00	Cornwallis (CO), B. C.	79.00
Hardman (Q), B. S.	88.00	Cornwallis (CO), B.	77.00
Hardman (Q), B. S.	88.00	Cornwallis-A.	84.00
Duffields-A.	52.00	Petroleum (UM), A. O. B.	81.00
French-A.	54.00	Petroleum (UM), B. C.	77.00
Rawlings-A.	55.00	Petroleum (UM), B.	77.00
North Mountain-A.	54.00	Kanawha (KA), A. O. B.	81.00
Deer Park-A.	55.00	Kanawha (KA), B. C.	77.00
Austin-A.	55.00	Kanawha (KA), B.	77.00
Thornton-A.	55.00	Walker (WA), B.	77.00
Sleepy Creek-A.	53.00	Silver Run (SR), B.	77.00
Independence-A.	50.00	Silver Run (SR), B.	77.00
Harpers Ferry-A.	98.00	Silver Run (SR), B.	77.00
Kearneysville-A.	61.00	WD Tower (WD), B. S. C.	93.00
Swanton-A.	55.00	WD Tower (WD), B. S.	93.00
McNeil-A.	60.00	WD Tower (WD), B. S.	93.00
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MONONGAH DIVISION. Rate per			
Location, Call and Position.	Month	Location, Call and Position.	Month
East Grafton (GN), B. S.	\$ 83.00	Watson-A.	68.00
East Grafton (GN), B. S.	83.00	Monongah-A.	72.00
East Grafton (GN), B. S.	83.00	Monongah (MG), B.	77.00
Grafton Tower (D), B. S.	89.00	Chiefton (CH), B. C.	78.00
Grafton Tower (D), B. S.	89.00	Chiefton (CH), B.	78.00
Grafton Tower (D), B. S.	89.00	Chiefton (CH), B.	78.00
Webster (DK), B. S.	82.00	Enterprise (NI), A. O. B.	80.00
Webster (DK), B. S.	82.00	Worthington-A.	67.00
Webster (DK), B. S.	82.00	Shinnston (HN), A. O. B.	86.00
Brydon (DN), B.	77.00	Gypsy (BG), A. O. B.	78.00
Brydon (DN), B.	77.00	Haywood (UM), B.	75.00
Brydon (DN), B.	77.00	Meadowbrook (SY), A. O. B.	80.00
Flemington-A.	83.00	Lumberport-A.	78.00
Flemington (FG), B.	81.00	Wallace-A.	66.00
Flemington (FG), B.	81.00	Byron (B), A. O. B.	82.00
Flemington (FG), B.	81.00	Byron (B), B. C.	74.00
Bridgeport-A.	65.00	Byron (B), B.	74.00
Bridgeport (BR), B. C. T.	79.00	Lost Creek (CK), A. O. B.	75.00
Bridgeport (BR), B. C. T.	77.00	Jane Lew (W), A. O. B.	75.00
Bridgeport (BR), B.	77.00	Weston (G), O.	77.00
MO Tower (MO), B. S.	91.00	Roanville (NK), A. O. B.	78.00
MO Tower (MO), B. S.	91.00	Arnold (AN), A. O. B.	72.00
MO Tower (MO), B. S.	91.00	Orlando (C), A. O. B.	80.00
MD Tower (MD), B. S.	91.00	Burnsville-A.	70.00
MD Tower (MD), B. S.	91.00	Burnsville (BU), B. C.	72.00
MD Tower (MD), B. S.	91.00	Heaters (HR), A. O. B.	76.00
MD Tower-R.	64.00	Flatwoods (WD), A. O. B.	74.00
MD Tower-R.	64.00	Flatwoods (WD), B. C.	72.00
J Tower (J), B. S. C.	92.00	Gillespie (GS), A. O. B.	72.00
J Tower (J), B. S.	92.00	Holly Junction (MR), A. O. B.	76.00
J Tower (J), B. S.	92.00	Centralia (CN), A. O. B.	72.00
Wilsonburg-A.	62.00	Erbacou (BA), A. O. B.	75.00
Wilsonburg (WI), B.	77.00	Cowen (WN), A. O. B.	75.00
Wilsonburg (WI), B.	77.00	Camden-on-Gauley (CG), A. O. B.	73.00
Wolf Summit (WS), A. O. B.	81.00	Camden-on-Gauley (CG), B. C.	72.00
Wolf Summit (WS), B. T.	77.00	Alingdale (DN), A. O. B.	72.00
Wolf Summit (WS), B. T.	77.00	Cranberry (CY), A. O. B.	72.00
Salem-A.	75.00	Curtin (CU), A. O. B.	72.00
Salem (SA), B.	77.00	Richwood (RD), B. C.	76.00
Salem (SA), B.	77.00	Sutton-A.	67.00
Salem (SA), B.	77.00	Pickens (KN), A. O. B.	72.00
Long Run (DA), A. O. B.	81.00	Newlon (NE), A. O. B.	68.00
Long Run (DA), B.	77.00	Alexander (A), A. O. B.	70.00
Long Run (DA), B.	77.00	Ten Mile (Q), A. O. B.	68.00
Smithburg (SN), A. O. B.	81.00	Buckhannon-A.	68.00
Smithburg (SN), B. T.	77.00	Buckhannon (BK), B. T.	85.00
Smithburg (SN), B.	77.00	Buckhannon (BK), B. C. T.	77.00
Central (CS), A. O. B.	84.00	Belington (BN), B. T.	75.00

Location, Call and Position.	Rate per Month
Belington (BU), B. T.	\$ 77.00
Tygart Junction (RA), A. O. B.	77.00
Tygart Junction (BA), B. T.	73.00
Tygart Junction (RA), B. T.	73.00
Philippi (PI), A. O. B.	76.00
Berryburg Junction (JN), A. O. B.	77.00
Arden (DE), A. O. B.	74.00
Lusk (SK), B.	69.00
Dola (GI), A. O. B.	73.00
Rinehart (RH), A. O. B.	73.00
Cairo—A.	57.00
Haywood—A.	58.00
Moatsville—A.	55.00
Pennsboro—A.	56.00
Simpson—A.	55.00
Toll Gate—A.	52.00

WHEELING DIVISION.

Location, Call and Position.	Rate per Month
Winona (WA), B.	\$ 76.00
Winona (WA), B.	76.00
Winona (WA), B.	76.00
C Y Tower (CY), B. S.	83.00
C Y Tower (CY), B. S.	83.00
C Y Tower (CY), B. S.	83.00
Colfax (US), B. S.	83.00
Colfax (US), B. S.	83.00
Colfax (US), B. S.	83.00
Benton Ferry (BF), B. S.	83.00
Benton Ferry (BF), B. S.	83.00
Benton Ferry (BF), B. S.	83.00
Underwood (UN), B. S.	81.00
Underwood (UN), B. S.	81.00
Underwood (UN), B. S.	81.00
Mannington (GN), B. S.	81.00
Mannington (GN), B. S.	81.00
Mannington (GN), B. S.	81.00
Glover Gap (GO), B. S.	83.00
Glover Gap (GO), B. S.	81.00
Glover Gap (GO), B. S.	81.00
Littleton (NI), B.	76.00
Littleton (NI), B.	76.00
Littleton (NI), B.	76.00
Denver (BE), A. O. B.	79.00
Denver (BE), B. C.	76.00
Denver (BE), B.	75.00
Cameron (CX), B. S.	83.00
Cameron (CX), B. S.	83.00
Cameron (CX), B. S.	83.00
Glen Easton (NA), A. O. B.	74.00
Roseby Rock (RK), B.	79.00
Roseby Rock (RK), B.	79.00
Moundsville (MO), B.	84.00
Moundsville (MO), B. T.	84.00
Moundsville (MO), B. T.	84.00
Narrows (MC), B. S.	90.00
Narrows (MC), B. S.	90.00
Narrows (MC), B. S.	90.00
Benwood Junction (N), B. T.	92.00
Benwood Junction (N), B. T.	86.00
Benwood Junction (N), B. T.	86.00
Wheeling (WR), B. S.	90.00
Wheeling (WR), B. S.	90.00
Wheeling (WR), B. S.	90.00
Wheeling (FY), Mgr.	102.00
Wheeling (FY), W. Chf.	99.00
Wheeling (FY), O.	97.00
Wheeling (FY), O.	97.00
Wheeling (FY), O.	97.00
Bellaire (J), B. S.	90.00
Bellaire (J), B. S.	90.00
Bellaire (J), B. S.	90.00
Schick (S), B. S.	82.00
Schick (S), B. S.	82.00

Location, Call and Position.	Rate per Month
Schick (S), B. S.	\$ 82.00
D K Tower (DK), B. S.	77.00
D K Tower (DK), B. S.	77.00
D K Tower (DK), B. S.	77.00
Bridgeport (BR), B. S.	83.00
Bridgeport (BR), B. S.	83.00
Bridgeport (BR), B. S.	83.00
St. Clairsville Junction (BN), B. S.	83.00
St. Clairsville Junction (BN), B. S.	83.00
St. Clairsville Junction (BN), B. S.	83.00
Maynard (MD), B. C.	76.00
Fairpoint (HF), B. S.	80.00
Fairpoint (HF), B. S.	80.00
Fairpoint (HF), B. S.	80.00
Bannock (BO), A. O. B.	78.00
F I Tower (FI), B. S.	78.00
F I Tower (FI), B. S.	78.00
F I Tower (FI), B. S.	78.00
Holloway (E. End) (HO), B. S.	83.00
Holloway (E. End) (HO), B. S.	83.00
Holloway (E. End) (HO), B. S.	83.00
Holloway (W. End) (AY), B.	80.00
Holloway (W. End) (AY), B.	80.00
Holloway (W. End) (AY), B.	80.00
Foster (FO), B.	77.00
Foster (FO), B.	77.00
Foster (FO), B.	77.00
Wells Pit (W), B.	77.00
Wells Pit (W), B.	77.00
Wells Pit (W), B.	77.00
Brooklyn Junction (BR), B.	82.00
Brooklyn Junction (BR), B.	82.00
Brooklyn Junction (BR), B.	82.00
Porters Falls (FA), B.	77.00
Porters Falls (FA), B.	77.00
Porters Falls (FA), B.	77.00
Jacksonburg (KN), B.	77.00
Jacksonburg (KN), B.	77.00
Jacksonburg (KN), B.	77.00
Hartzel (UN), B.	82.00
Hartzel (UN), B.	82.00
Hartzel (UN), B.	82.00
Hammond—A.	56.00
Barrackville—A.	80.00
Underwood—A.	82.00
Glover Gap—A.	74.00
Burton—A.	73.00
Hundred—A.	75.00
Littleton—A.	75.00
Cameron—A.	65.00
Woodland—A.	63.00
Proctor—A.	70.00
Reader—A.	68.00
Pine Grove—A.	70.00
Jacksonburg—A.	68.00
Smithfield—A.	75.00
Folsom—A.	67.00
Barton—A.	75.00
St. Clairsville—A.	68.00
Crescent—A.	74.00
Maynard—A.	74.00
Fairpoint—A.	74.00
Lafferty—A.	67.00
Flushing—A.	72.00
Holloway—A.	72.00
Broad Tree—A.	60.00
Clarington—A.	59.00
Benwood (Coal Billing)—A.	90.00

OHIO RIVER DIVISION.

Location, Call and Position.	Rate per Month
Paden City—A.	\$ 66.00
Sistersville—A.	82.00
Sistersville (QN), B. T.	83.00

Location, Call and Position.	Rate per Month
Sistersville (QN), B. C.....	\$ 77.00
Sistersville (QN), B. C.....	75.00
Matamoras—A.....	55.00
Friendly—A.....	56.00
Bens Run (RN), A. O. B.....	76.00
St. Marys—A.....	80.00
St. Marys (S), B. T.....	80.00
St. Marys (S), B. C.....	76.00
St. Marys (S), B. C.....	75.00
Waverly (WA), A. O. B.....	75.00
Williamstown—A.....	84.00
Williamstown (CH), B. T.....	80.00
Williamstown (CH), B. C.....	76.00
Williamstown (CH), B. C.....	75.00
Parkersburg (RA), B. W.....	94.00
Parkersburg (RA), B. W.....	94.00
Parkersburg (RA), B. W.....	92.00
Parkersburg (OB), B.....	87.00
Parkersburg (OB), B.....	87.00
Parkersburg (OB), B.....	87.00
Parkersburg Shops (SY), B.....	87.00
Parkersburg Shops (SY), B.....	87.00
Parkersburg Shops (SY), B.....	87.00
Belpre (BR), A. O. B. S.....	91.00
Belpre (BR), B. S. C.....	84.00
Belpre (BR), B. S. C.....	84.00
Belleville (B), A. O. B.....	76.00
Polk (MB), A. O. B.....	70.00
Ravenswood (RD), B. T.....	80.00
Ravenswood (RD), B. C.....	78.00
Ravenswood (RD), B. C.....	76.00
Spencer (SR), A. O. B.....	100.00
Millwood (MJ), A. O. B.....	80.00
Letart (BY), A. O. B.....	71.00
New Haven (C), B.....	75.00
Hartford (DK), A. O. B.....	76.00
Mason City (MY), A. O. B.....	78.00
Gallipolis Ferry (XY), A. O. B.....	72.00
Apple Grove (A), A. O. B.....	71.00
Glenwood (GR), A. O. B.....	71.00
Cox Landing (CX), A. O. B.....	71.00
Huntington (HU), B. T.....	92.00
Huntington (HU), B. T.....	83.00
West Huntington—A.....	72.00
Kenova (OX), A. O.....	93.00
Ripley—A.....	61.00
Ravenswood—A.....	82.00
Raven Rock—A.....	54.00
Behmont—A.....	55.00
Willow Island—A.....	54.00
Graham—A.....	52.00
New Haven—A.....	51.00
Clifton—A.....	53.00
Guyandotte—A.....	51.00
Cottageville—A.....	50.00
Liverpool—A.....	52.00
Reedy—A.....	52.00
Sandyville—A.....	55.00
Parkersburg (Ann Street)—T. A.....	102.00

Location, Call and Position.	Rate per Month
Cleveland (CS), W.....	\$ 93.00
Cleveland (CS), W.....	93.00
Cleveland (CS), W.....	93.00
RD Tower (RD), B. S.....	85.00
RD Tower (RD), B. S.....	85.00
RD Tower (RD), B. S.....	85.00
South Park (SU), A. O. B.....	78.00
Boston Mill (BM), A. O. B.....	72.00
Peninsula (NA), A. O. B.....	74.00
Botzum (BO), A. O. B.....	70.00
Akron Junction (C), C.....	87.00
Myersville (UM), A. O. B.....	70.00

Location, Call and Position.	Rate per Month
Aultman (WM), A. O. B.....	\$ 76.00
New Berlin (NE), A. O. B.....	71.00
Canton Scales (FS), B. C.....	78.00
North Industry (NY), A. O. B.....	72.00
East Sparta—A.....	70.00
Sandyville (SN), A. O. B.....	75.00
Mineral City (MD), A. O.....	72.00
Piedmont (Q), A. O. B.....	77.00
Freeport—A.....	77.00
Freeport (FD), B.....	78.00
Tippecanoe (A), A. O. B.....	77.00
Midvale (RS), A. O.....	77.00
GI Tower (GI), B. S.....	85.00
GI Tower (GI), B. S.....	85.00
GI Tower (GI), B. S.....	85.00
New Philadelphia (N), B. C. T.....	87.00
Strasburg (SB), A. O. B.....	86.00
Beach City (Z), A. O. B.....	81.00
Beach City (Z), B. C.....	77.00
Beach City (Z), B.....	75.00
CO Tower (CO), B. S.....	86.00
CO Tower (CO), B. S.....	86.00
CO Tower (CO), B. S.....	86.00
Massillon (MS), T.....	87.00
Canal Fulton (F), A. O. B.....	75.00
Seville—A.....	70.00
Seville (S), B. S.....	85.00
Seville (S), B. S.....	85.00
Seville (S), B. S.....	85.00
Chippewa Lake (FA), A. O.....	70.00
Lester—A.....	75.00
Brecksville (GR), A. O. B.....	69.00
Everett (RT), A. O. B.....	69.00
Lester (FM), B.....	85.00
Lester (FM), B.....	85.00
Lester (FM), B.....	85.00
Valley City (RO), A. O. B.....	72.00
Strongsville (SV), A. O. B.....	70.00
Berea (BE), A. O. B.....	78.00
South Brooklyn (BK), A. A. B.....	87.00
Erhart—A.....	70.00
Lorain Yard (RM), B.....	85.00
Lorain Yard (RM), B.....	85.00
Lorain Yard (RM), B.....	85.00
Lorain (B), C.....	85.00
Stillwater (SW), B.....	77.00
Stillwater (SW), B.....	77.00
Stillwater (SW), B.....	77.00
Grafton—A.....	95.00
Brooklyn—A. A.....	72.00
Newburg—A. A.....	77.00
South Akron—A. A.....	90.00

Location, Call and Position.	Rate per Month
Mt. Savage Junction (J), B. S.....	\$ 83.00
Mt. Savage Junction (J), B. S.....	83.00
Mt. Savage Junction (J), B. S.....	83.00
Cooks Mills (CM), B.....	77.00
Cooks Mills (CM), B.....	77.00
Cooks Mills (CM), B.....	77.00
Hyndman (Q), B. S.....	88.00
Hyndman (Q), B. S.....	88.00
Hyndman (Q), B. S.....	88.00
Hyndman—A.....	79.00
Williams (W), B.....	77.00
Williams (W), B.....	77.00
Williams (W), B.....	77.00
Foley (FO), B. S.....	83.00
Foley (FO), B. S.....	83.00
Foley (FO), B. S.....	83.00
Glencoe—A.....	71.00
Philson (HM), B. S.....	83.00
Philson (HM), B. S.....	83.00

Location, Call and Position.	Rate per Month.	Location, Call and Position.	Rate per Month.
Philson (HM), B. S.	\$ 83.00	Johnstown (DE), B. C.	\$ 85.00
Manila (GR), B. S.	88.00	Somerfield (VE), A. O.	75.00
Manila (GR), B. S.	88.00	Friendsville (GD), A. O.	75.00
Manila (GR), B. S.	88.00	Mt. Pleasant (MP), B. C.	80.00
Sand Patch—A.	66.00	Mt. Braddock (DK), B. S.	84.00
Sand Patch (SA), B. S.	92.00	Mt. Braddock (DK), B. S.	84.00
Sand Patch (SA), B. S.	92.00	Mt. Braddock (DK), B. S.	84.00
Sand Patch (SA), B. S.	92.00	Evans (QN), B.	83.00
Salisbury Junction (BU), B.	82.00	Evans (QN), B.	83.00
Salisbury Junction (BU), B.	82.00	Evans (QN), B.	83.00
Salisbury Junction (BU), B.	82.00	Uniontown (UD), B.	83.00
Garrett—A.	79.00	Uniontown (UD), B.	83.00
Garrett (GA), B. S.	88.00	Uniontown (UD), B. T.	85.00
Garrett (GA), B. S.	88.00	Oriental (FY), B.	78.00
Garrett (GA), B. S.	88.00	Oriental (FY), B.	78.00
Rockwood (RW), B. S.	88.00	Oriental (FY), B.	78.00
Rockwood (RW), B. S.	88.00	Fairchance—A.	86.00
Rockwood (RW), B. S.	88.00	S. & M. Junction (SF), B. C.	85.00
Markleton—A.	66.00	S. & M. Junction (SF), B. C.	85.00
Markleton (AK), B. S.	79.00	S. & M. Junction (SF), B. C.	85.00
Markleton (AK), B. S.	79.00	Cheat Haven—A.	69.00
Markleton (AK), B. S.	79.00	Point Marion—A.	78.00
Brook (BO), B. S.	85.00	Point Marion (MI), B. C. T.	78.00
Brook (BO), B. S.	85.00	Point Marion (MI), B. C. T.	78.00
Brook (BO), B. S.	85.00	Point Marion (MI), B. C. T.	78.00
Ursina (U), A. O.	72.00	Star City—A.	77.00
Confluence—A.	83.00	Morgantown (MN), B. C.	80.00
Confluence (CF), B. S.	88.00	Morgantown (MN), B. T.	80.00
Confluence (CF), B. S.	88.00	Morgantown (MN), B. T.	80.00
Confluence (CF), B. S.	88.00	Opekiska (KA), A. O. B.	79.00
HK Tower (HK), B. S.	79.00	Montana (MA), A. O. B.	79.00
HK Tower (HK), B. S.	79.00	Mt Pleasant—A.	96.00
HK Tower (HK), B. S.	79.00	Salisbury Junction—A.	98.00
Ohio Pyle—A.	74.00	Morgantown—T. A.	90.00
Yough Tower (GU), B. S.	79.00		
Yough Tower (GU), B. S.	79.00		
Yough Tower (GU), B. S.	79.00		
Indian Creek—A.	78.00		
Indian Creek (NC), B.	77.00		
Indian Creek (NC), B.	77.00		
Indian Creek (NC), B.	77.00		
Greene Junction (WH), B. S.	92.00		
Greene Junction (WH), B. S.	92.00		
Greene Junction (WH), B. S.	92.00		
Connellsville (D), B. Mgr.	103.00		
Connellsville (D), B. W. Chf.	98.00		
Connellsville (D), B. W. Chf.	98.00		
Connellsville (D), B. W.	95.00		
Connellsville (D), B. W.	95.00		
Connellsville (D), B. W.	95.00		
Connellsville (VI), Y.	98.00		
Connellsville (VI), Y.	98.00		
West Salisbury—A.	81.00		
Boswell—A.	85.00		
Berlin—A.	65.00		
Wilson Creek (RX), B. S.	82.00		
Wilson Creek (RX), B. S.	82.00		
Wilson Creek (RX), B. S.	82.00		
Listie—A.	75.00		
Adams (QJ), B.	82.00		
Adams (QJ), B.	82.00		
Adams (QJ), B.	82.00		
Friedens—A.	68.00		
Stoyestown (DA), A. O. B.	79.00		
Stoyestown (DA), B.	77.00		
Hooversville—A.	72.00		
Hooversville (HV), B.	77.00		
Hooversville (HV), B.	77.00		
Jerome Junction (JE), B.	77.00		
Jerome Junction (JE), B.	77.00		
Jerome Junction (JE), B.	77.00		
Holsopple—A.	72.00		
Paint Creek—A.	64.00		
Johnstown (DE), B. C.	85.00		
Johnstown (DE), B. C.	85.00		

PITTSBURGH DIVISION. Rate per

Location, Call and Position.	Month.
Broad Ford—A.	\$ 88.00
Broad Ford (BF), B. S.	94.00
Broad Ford (BF), B. S.	94.00
Broad Ford (BF), B. S.	94.00
Dawson—A.	79.00
Layton Tower (NS), B. S.	89.00
Layton Tower (NS), B. S.	89.00
Layton Tower (NS), B. S.	89.00
Jacobs Creek—A.	68.00
Smithton—A.	79.00
Fitz Henry—A.	79.00
West Newton—A.	84.00
West Newton (N), C.	82.00
Suter—A.	76.00
Scott Haven—A.	80.00
Vista Tower (VA), B. S.	89.00
Vista Tower (VA), B. S.	89.00
Vista Tower (VA), B. S.	89.00
Shaner—A.	73.00
MK Tower (MK), B. S.	94.00
MK Tower (MK), B. S.	94.00
MK Tower (MK), B. S.	94.00
Demmler—R.	75.00
Demmler—R.	75.00
Bessemer (R), B. S.	94.00
Bessemer (R), B. S.	94.00
Bessemer (R), B. S.	94.00
Wheeling Junction (WJ), B.	94.00
Wheeling Junction (WJ), B.	94.00
Wheeling Junction (WJ), B.	94.00
Wheeling Junction—R.	77.00
Wheeling Junction—R.	77.00
Wheeling Junction—R.	77.00
Glenwood (Coal Billing)—A.	88.00
Marion Junction (MJ), B. S.	90.00
Marion Junction (MJ), B. S.	90.00
Marion Junction (MJ), B. S.	90.00
Laughlin Junction (GN), B. S.	100.00

Location, Call and Position.	Rate per Month	Location, Call and Position.	Rate per Month
Laughlin Junction (GN), B. S.....	\$100.00	Washington (ON), B.....	\$ 84.00
Laughlin Junction (GN), B. S.....	100.00	Taylorstown (OW), B. C.....	80.00
Pittsburgh (GX), Y.....	98.00	Taylorstown (OW), A. O. B.....	82.00
Pittsburgh (GX), Y.....	98.00	Claysville—A.....	77.00
Pittsburgh (GX), Y.....	98.00	Claysville (CA), B.....	80.00
Sylvan Avenue—R.....	66.00	West Alexander (DN), A. O. B.....	87.00
Sylvan Avenue—R.....	66.00	West Alexander (DN), B. C.....	83.00
Sylvan Avenue—R.....	66.00	West Alexander (DN), B.....	82.00
Schenley (SC), B. S.....	94.00	Point Mills (MI), B.....	80.00
Schenley (SC), B. S.....	94.00	Point Mills (MI), B.....	80.00
Schenley (SC), B. S.....	94.00	Point Mills (MI), B.....	80.00
FY Tower (FY), B. S.....	94.00	Elm Grove—A.....	80.00
FY Tower (FY), B. S.....	94.00	Elm Grove (NA), B. C.....	80.00
FY Tower (FY), B. S.....	94.00	Renfrew (Q), A. O. B.....	85.00
Allegheny (AY), B. C.....	85.00	Renfrew (Q), B. C.....	80.00
Willow Grove (RO), B.....	95.00	Renfrew (Q), B.....	80.00
Willow Grove (RO), B.....	95.00	Butler (B), C.....	95.00
Willow Grove (RO), B.....	95.00	Butler (B), C.....	95.00
Millvale—A.....	78.00	Chicora (MR), A. O. B.....	78.00
Etna (BG), B. S.....	84.00	Karns—A.....	69.00
Etna (BG), B. S.....	84.00	Petrolia (QN), A. O. B.....	76.00
Etna (BG), B. S.....	84.00	Bruin (BR), A. O. B.....	72.00
Glenshaw—A.....	82.00	Parkers (AR), A. O. B.....	78.00
Elfinwild (FN), B.....	80.00	Foxburg (F), A. O. B.....	90.00
Elfinwild (FN), B.....	80.00	Foxburg (F), B. C.....	82.00
Elfinwild (FN), B.....	80.00	Foxburg (F), B. C.....	82.00
Allison Park—A.....	76.00	St. Petersburg (S), A. O. B.....	72.00
Wildwood (WD), B. S.....	94.00	Knox (CS), A. O. B.....	69.00
Wildwood (WD), B. S.....	94.00	Shippensburg (SN), A. O. B.....	75.00
Wildwood (WD), B. S.....	94.00	Clarion Junction (J), A. O. B.....	84.00
Wildwood—A.....	70.00	Clarion Junction (J), B. C.....	80.00
Bakerstown—A.....	74.00	Lucinda (B), A. O. B.....	69.00
Bakerstown (RN), B.....	85.00	Tylersburg (JC), A. O. B.....	74.00
Bakerstown (RN), B.....	85.00	Vowinkel (W), A. O. B.....	70.00
Bakerstown (RN), B.....	85.00	Marienville (V), A. O. B.....	73.00
Valencia (VI), A. O.....	74.00	Sheffield Junction (SD), A. O. B.....	75.00
Downieville (DI), B.....	85.00	Kane—A.....	90.00
Downieville (DI), B.....	85.00	Kane (WC), B. C.....	83.00
Downieville (DI), B.....	85.00	Gratztown—A.....	91.00
Mars—A.....	76.00	Bessemer—A. A.....	93.00
Callery (X), B.....	95.00	Rankin—A. A.....	88.00
Callery (X), B.....	94.00	Hazelwood—T. A.....	71.00
Callery (X), R.....	97.00	Etna—T. A.....	64.00
Callery—R.....	77.00	Callery—A.....	102.00
Callery—R.....	77.00		
Evans City (VA), A. O.....	74.00	NEW CASTLE DIVISION.	
Eidenau (MU), B.....	82.00		
Eidenau (MU), B.....	82.00	Location, Call and Position.	Rate per Month
Eidenau (MU), B.....	82.00	UN Tower (UN), B. S.....	\$ 88.00
Harmony (MY), A. O.....	75.00	UN Tower (UN), B. S.....	88.00
Zellenople—A.....	80.00	UN Tower (UN), B. S.....	88.00
Goehring (KM), B.....	80.00	UN Tower—R.....	75.00
Goehring (KM), B.....	80.00	UN Tower—R.....	75.00
Goehring (KM), B.....	80.00	New Castle Junction (OA), B.....	89.00
West Homestead—A.....	88.00	New Castle Junction (OA), B.....	89.00
Rand (WA), A. O. B. S.....	88.00	New Castle Junction (OA), B.....	89.00
Rand (WA), B. S.....	84.00	New Castle Junction (SU), O. Mgr.....	105.00
Rand (WA), B. S.....	84.00	New Castle Junction (SU), W.....	98.00
Willock—A.....	80.00	New Castle Junction (SU), W.....	98.00
Bertha (KY), B. S.....	84.00	New Castle Junction (SU), W.....	98.00
Bertha (KY), B. S.....	84.00	New Castle Junction (SU), W.....	98.00
Bertha (KY), B. S.....	84.00	New Castle Junction (SU), W.....	98.00
Bruceton—A.....	82.00	Lowellville—A.....	84.00
Finleyville—A.....	94.00	Lowellville (VO), B. S.....	83.00
Finleyville (F), B. S.....	84.00	Lowellville (VO), B. S.....	83.00
Finleyville (F), B. S.....	84.00	Lowellville (VO), B. S.....	83.00
Finleyville (F), B. S.....	84.00	Lowellville (VO), B. S.....	83.00
Thomas—A.....	65.00	Haselton (CH), B.....	88.00
Gilkeson (GI), B. S.....	84.00	Haselton (CH), B.....	88.00
Gilkeson (GI), B. S.....	84.00	Haselton (CH), B.....	88.00
Gilkeson (GI), B. S.....	84.00	Haselton (CH), B.....	88.00
Wylandville (AD), A. O. B.....	84.00	Haselton (SN), C.....	82.00
Wylandville (AD), B. C.....	80.00	Ohio Junction (OW), B. S.....	88.00
Washington (ON), B.....	84.00	Ohio Junction (OW), B. S.....	88.00
Washington (ON), B.....	84.00	Ohio Junction (OW), B. S.....	88.00
Washington (ON), B.....	84.00	Niles Junction (RS), B. S.....	87.00
Washington (ON), B.....	84.00	Niles Junction (RS), B. S.....	87.00
Washington (ON), B.....	84.00	Niles Junction (RS), B. S.....	87.00
Washington (ON), B.....	84.00	Newton Falls—A.....	82.00

Location, Call and Position.	Rate per Month.	Location, Call and Position.	Rate per Month.
Newton Falls (FN), B. S.	\$ 83.00	Glencoe (CY), B.	80.00
Newton Falls (FN), B. S.	83.00	Glencoe (CY), B.	80.00
Newton Falls (FN), B. S.	83.00	Lamira (WS), A. O. B.	81.00
Wayland-A.	70.00	Lamira (WS), B. C. T.	80.00
FS Tower (FS), B. S.	83.00	Lamira (WS), B.	80.00
FS Tower (FS), B. S.	83.00	Belmont-A.	62.00
FS Tower (FS), B. S.	83.00	Bethesda-A.	62.00
Ravenna-A.	87.00	Bethesda (BM), B.	80.00
Ravenna (NE), B. S.	89.00	Barnesville (AR), B.	83.00
Ravenna (NE), B. S.	89.00	Barnesville (AR), B.	81.00
Ravenna (NE), B. S.	89.00	Barnesville (AR), B.	81.00
TF Tower (TF), B. S.	81.00	Media (DA), B.	80.00
TF Tower (TF), B. S.	81.00	Eldon (SC), B.	80.00
TF Tower (TF), B. S.	81.00	Eldon (SC), B.	80.00
Monroe Falls-A.	70.00	Eldon (SC), B.	80.00
Cuyahoga Falls-A.	85.00	Quaker City-A.	64.00
XN Tower (XN), B. S.	82.00	Lore City-A.	70.00
XN Tower (XN), B. S.	82.00	Lore City (MJ), B.	83.00
XN Tower (XN), B. S.	82.00	Lore City (MJ), B.	81.00
BD Tower (BD), B.	88.00	Lore City (MJ), B.	81.00
BD Tower (BD), B.	88.00	Mineral Siding (MS), B.	81.00
BD Tower (BD), B.	88.00	Mineral Siding (MS), B.	81.00
Warwick-A.	85.00	Mineral Siding (MS), B.	81.00
Easton (X), A. O.	76.00	Cambridge (CB), B.	87.00
Rittman (R), C.	73.00	Cambridge (CB), B.	86.00
Rittman-A.	88.00	Cambridge (CB), B.	86.00
Sterling-A.	87.00	New Concord (RD), B.	80.00
Sterling (RU), B.	87.00	New Concord (RD), B.	80.00
Sterling (RU), B.	87.00	New Concord (RD), B.	80.00
Sterling (RU), B.	87.00	Sundale (RH), A. O. B.	80.00
Creston (Z), A. O.	77.00	Bridgeville (NO), B.	80.00
Lodi-A.	85.00	Bridgeville (NO), B.	80.00
OD Tower (OD), B. S.	85.00	Bridgeville (NO), B.	80.00
OD Tower (OD), B. S.	85.00	Sonora (SA), A. O. B.	81.00
OD Tower (OD), B. S.	85.00	BZ Tower (BZ), B.	84.00
Homer-A.	68.00	BZ Tower (BZ), B.	84.00
MR Tower (MR), B. S.	82.00	BZ Tower (BZ), B.	84.00
MR Tower (MR), B. S.	82.00	Zanesville (QN), B.	87.00
MR Tower (MR), B. S.	82.00	Zanesville (QN), B.	87.00
Sullivan-A.	73.00	Zanesville (QN), B.	87.00
Nova-A.	78.00	Dillon (DF), B.	80.00
Nova (VM), B. S.	82.00	Dillon (DF), B.	80.00
Nova (VM), B. S.	82.00	Dillon (DF), B.	80.00
Nova (VM), B. S.	82.00	Toboso (BD), A. O. B.	82.00
Hereford (HR), A. O.	72.00	Toboso (BD), B. C. T.	80.00
Greenwich-A.	78.00	Toboso (BD), B.	80.00
Boughtonville-A.	78.00	Weiant (NY), B. S.	85.00
Girard, P. Y. & A. Xing (GI), B. S.	77.00	Weiant (NY), B. S.	85.00
Girard, P. Y. & A. Xing (GI), B. S.	77.00	Weiant (NY), B. S.	85.00
Girard, P. Y. & A. Xing (GI), B. S.	77.00	Utica-A.	72.00
Niles (N), C.	100.00	Utica (U), B.	80.00
Warren, P. P. & F. (WC), C.	95.00	Utica (U), B.	80.00
Warren, Main Line (W), C.	89.00	Mt. Vernon (RN), B.	85.00
West Farmington (F), A. O. B.	79.00	Mt. Vernon (RN), B.	85.00
West Farmington (F), B.	73.00	Mt. Vernon (RN), B.	85.00
West Farmington (F), B.	73.00	Mt. Vernon-R.	65.00
Middlefield (MD), A. O.	82.00	Mt. Vernon-R.	65.00
Burton (BU), A. O.	73.00	Fredericktown (FD), A. O.	82.00
East Claridon (M), A. O. B.	80.00	Ankenytown (KY), A. O. B.	80.00
Chardon (QN), B. C.	79.00	Butler-A.	67.00
Chardon (QN), B. C.	79.00	Butler (IN), B. S.	85.00
Chardon (QN), B. C.	79.00	Butler (IN), B. S.	85.00
Chardon-A.	92.00	Butler (IN), B. S.	85.00
Wooster (MV), A. O.	97.00	Newark (DI), C. W.	90.00
Greenwich-R.	55.00	Belleville (B), A. O.	78.00
Greenwich-R.	55.00	Lexington (NG), B. C. T.	83.00
Youngstown-T. A.	100.00	Lexington (NG), B. C.	83.00
		Lexington (NG), B. C. T.	83.00
		Alta (W), B.	80.00
		Mansfield (MC), C.	80.00
		North Siding (SG), B. C.	86.00
		North Siding (SG), B.	84.00
		North Siding (SG), B.	84.00
		Plymouth (RO), A. O.	77.00

NEWARK DIVISION.

Location, Call and Position.	Rate per Month.
Neffs-A.	\$ 93.00
Neffs (FU), B.	80.00
Neffs (FU), B.	80.00
St. Clairsville-A.	75.00
Glencoe (CY), B.	\$ 80.00

Location, Call and Position.	Rate per Month.	Location, Call and Position.	Rate per Month.
Wawasee (WS), B. S.	\$ 82.00	Carthage—A.	\$ 78.00
Wawasee (WS), B. S.	82.00	Hartwell—A.	70.00
Wawasee (WS), B. S.	82.00	Wyoming (WY), T.	78.00
Syracuse (S), C. T.	82.00	Glendale (G), A. O.	78.00
Milford Junction (JU), B. S.	86.00	Glendale (G), T.	77.00
Milford Junction (JU), B. S.	86.00	Stockton (J), A. O.	80.00
Milford Junction (JU), B. S.	86.00	Hamilton (HD), O.	91.00
Napanee (DE), O.	82.00	Hamilton (HD), O.	90.00
Napanee (DE), O.	82.00	Hamilton (HD), O.	88.00
Napanee (DE), O.	82.00	Old River Junction (DJ), S.	77.00
Bremen (RM), O.	82.00	Old River Junction (DJ), S.	77.00
Bremen (RM), O.	82.00	Old River Junction (DJ), S.	77.00
Bremen (RM), O.	82.00	New River Junction (WR), S.	82.00
Walkerton (KN), S.	86.00	New River Junction (WR), S.	82.00
Walkerton (KN), S.	86.00	New River Junction (WR), S.	82.00
Walkerton (KN), S.	86.00	Trenton (RN), A. O.	80.00
Wellsboro (RO), S.	86.00	Middletown (F), T.	85.00
Wellsboro (RO), S.	86.00	Middletown (F), T.	79.00
Wellsboro (RO), S.	86.00	Middletown (F), T.	77.00
Alida (NS), S.	82.00	Carlisle—A. O.	84.00
Alida (NS), S.	82.00	Miamisburg—A.	98.00
Alida (NS), S.	82.00	Miamisburg (MG), T.	80.00
McCool (MO), S.	86.00	Miamisburg (MG), T.	77.00
McCool (MO), S.	86.00	Miamisburg (MG), T.	77.00
McCool (MO), S.	86.00	Dayton (DY), W.	94.00
Wolf Lake (JD), C.	86.00	Dayton (JR), C.	80.00
Wolf Lake (JD), C.	86.00	Dayton (DY), W.	94.00
Wolf Lake (JD), C.	86.00	Dayton (DY), W.	94.00
Chicago (SC), D. Mgr.	102.00	Dayton (DY), W.	94.00
Chicago (SC), N. Mgr.	99.00	North Dayton (BC), S.	80.00
Attica—A.	75.00	North Dayton (BC), S.	80.00
Bloomdale—A.	82.00	North Dayton (BC), S.	80.00
Galatea—A.	87.00	Tippecanoe City—A.	100.00
Hamler—A.	92.00	Tippecanoe City (US), C.	81.00
Holgate—A.	92.00	Tippecanoe City (US), C.	76.00
Mark Center—A.	78.00	Tippecanoe City (US), C.	76.00
St. Joe—A.	74.00	Troy (RY), O.	80.00
Auburn Junction—A.	92.00	Troy (RY), O.	80.00
Avilla—A.	92.00	Troy (RY), O.	80.00
Albion—A.	82.00	Kirkwood (KR), A. O. S.	80.00
Kimmell—A.	72.00	Kirkwood (KR), S.	78.00
Cromwell—A.	70.00	Kirkwood (KR), S.	78.00
Milford Junction—A. (Jt.)	47.00	Sidney (SD), T. C.	82.00
Bremen—A.	72.00	SW Cabin (SW), S.	78.00
Teegarden—A.	69.00	SW Cabin (SW), S.	78.00
Union Center—A.	64.00	SW Cabin (SW), S.	78.00
Wellsboro—A.	92.00	Arna (AY), A. O.	82.00
Alida—A.	80.00	Botkins (BO), A. O. B.	80.00
Miller—A.	79.00	Botkins (BO), B. C.	76.00
Whiting—A.	82.00	Botkins (BO), B. C.	76.00
Fostoria—T. A.	94.00	A K Tower (AK), B. S.	82.00
Hicksville—A.	95.00	A K Tower (AK), B. S.	82.00
Syracuse—A.	95.00	A K Tower (AK), B. S.	82.00
Lapaz—A.	52.00	Wapakoneta—A.	107.00
Walkerton—A.	98.00	Cridersville (CV), A. O. B.	80.00
Coburg—A.	58.00	Cridersville (CV), B. C.	76.00
Indiana Harbor—A.	98.00	Cridersville (CV), B. C.	76.00
Commercial Avenue—T. A.	91.00	Erie Junction (BY), B.	80.00
		Erie Junction (BY), B.	80.00
		Erie Junction (BY), B.	80.00

TOLEDO DIVISION.		Rate per Month
Location, Call and Position.		
Cincinnati (KD), O.	\$ 96.00	
Cincinnati (KD), O.	94.00	
Cincinnati (CD), O.	94.00	
Cincinnati (CD), O.	92.00	
Cincinnati (CD), O.	92.00	
Cincinnati Junction (CJ), O.	86.00	
Cincinnati Junction (CJ), O.	83.00	
Cincinnati Junction (CJ), O.	80.00	
Cincinnati Junction (CJ), O.	95.00	
Northside—A.	78.00	
Winton Place (WN), T.	97.00	
Winton Junction—A.	73.00	
Elmwood Place—A.	86.00	
Elmwood Place (MD), O.	85.00	
Elmwood Place (MD), O.	83.00	
Elmwood Place (MD), O.		

Findlay—A.	100.00
Lima (MO), B. C.	82.00
Lima (MO), B. C.	82.00
Lima (MO), B. C.	82.00
North Lima (NY), B. S.	82.00
North Lima (NY), B. S.	82.00
North Lima (NY), B. S.	82.00
Lima Viaduct (SY), C. S.	80.00
Lima Viaduct (SY), C. S.	80.00
Lima Viaduct (SY), C. S.	80.00
Cairo (CA), A. O. B.	80.00
Cairo (CA), B. C.	76.00
Cairo (CA), B. C.	76.00
Z Cabin (Z), B.	76.00
Columbus Grove—A.	76.00

Location, Call and Position.	Rate per Month.	Location, Call and Position.	Rate per Month.
Columbus Grove (CG), B. C.	\$ 78.00	Grosvenor (AS), B. S.	\$ 82.00
Ottawa—A.	76.00	Grosvenor (AS), B. S.	82.00
SJ Cabin (SJ), B.	77.00	New Marshfield (MD), A. O. B.	83.00
SJ Cabin (SJ), B.	77.00	New Marshfield (MD), B. C. T.	76.00
SJ Cabin (SJ), B.	77.00	New Marshfield (MD), B. C.	76.00
Leipsic (MC), A. O.	95.00	Mineral—A.	83.00
Leipsic Junction (XN), B.	79.00	Mineral (MC), B. C. T.	75.00
Leipsic Junction (XN), B.	77.00	Zaleski (DR), A. O. B.	85.00
Leipsic Junction (XN), B.	77.00	Zaleski (DR), B. C. T.	77.00
Belmore (F), A. O. B.	78.00	Zaleski (DR), B. C.	77.00
Deshler (RD), B.	80.00	Dundas (UN), B. S.	82.00
Deshler (RD), B.	80.00	Dundas (UN), B. S.	82.00
Deshler (RD), B.	80.00	Dundas (UN), B. S.	82.00
Custar (S), A. O. B.	78.00	Hamden—A.	90.00
Milton (MN), B.	76.00	Hamden (DN), B. C.	90.00
Tontogany (W), A. O. B.	78.00	Hamden (DN), B. C. T.	84.00
Tontogany (W), B. C.	76.00	Hamden (DN), B. C. T.	84.00
Tontogany (W), B. C.	76.00	Summit (CN), B.	75.00
Haskins (HN), A. O. B.	75.00	Byers Junction (BS), B. S.	82.00
Roachton (RN), B.	76.00	Byers Junction (BS), B. S.	82.00
Perrysburg—A.	79.00	Byers Junction (BS), B. S.	82.00
Perrysburg (P), B. C.	78.00	Ray (RY), A. O. B.	77.00
Bates (BS), B. S.	82.00	West Junction (BK), B. S.	82.00
Bates (BS), B. S.	82.00	West Junction (BK), B. S.	82.00
Bates (BS), B. S.	82.00	West Junction (BK), B. S.	82.00
Penna. Junction (JN), B. S.	82.00	Vigo (GO), A. O.	77.00
Penna. Junction (JN), B. S.	82.00	Schooleys (SK), B.	75.00
Penna. Junction (JN), B. S.	82.00	Gravel Pit (M), B.	75.00
Dock Office (KM), O.	85.00	Renicks (KN), B.	90.00
Bowling Green (BG), A. O. B.	85.00	Chillicothe (DE), W.	91.00
Rudolph—A.	68.00	Chillicothe (DE), W.	91.00
East Dayton (RO), B. C.	82.00	Chillicothe (DE), W.	91.00
East Dayton (RO), B. C.	79.00	Chillicothe (CD), B.	90.00
East Dayton (RO), B. C.	79.00	Chillicothe (CD), B.	90.00
Lebanon Junction (WD), A. O. B.	78.00	Chillicothe (CD), B.	87.00
Xenia (X), B. C.	78.00	RK Tower (RK), B. S.	82.00
Jamestown—A.	65.00	RK Tower (RK), B. S.	82.00
Jamestown (JA), B. C.	78.00	RK Tower (RK), B. S.	82.00
Octa—A.	45.00	Musselman (MI), A. O.	83.00
Milledgeville (MD), A. O. B.	76.00	Roxabel (SX), A. O. B.	80.00
Frankfort (F), A. O. B.	80.00	Harpers (FA), A. O. B.	77.00
Chillicothe (CH), B. C.	83.00	Harpers (FA), B. C. T.	75.00
Coalton (N), A. O. B.	80.00	Harpers (FA), B. C. T.	75.00
Wellston (WN), B. C.	85.00	Lyndon (SV), A. O. B.	80.00
Wellston (WN), B. C.	82.00	Thrifton (BN), A. O. (Jt)	50.00
Monroe—B.	76.00	Greenfield—A.	110.00
Austin—B.	76.00	Greenfield (X), B. C.	86.00
Weston (RA), A. O. B.	78.00	Greenfield (X), B. C. T.	86.00
Richmondale (RD), A. O. B.	75.00	Greenfield (X), B. C. T.	86.00
W. Middletown—A. A.	75.00	East Monroe (MO), A. O. B.	77.00
Piqua Crossing—T. A.	75.00	Leesburg—A.	82.00
Carlisle—R.	60.00	Leesburg (SF), B. C. T.	78.00
Carlisle—R.	60.00	Leesburg (SF), B. C. T.	78.00
Leipsic (D. T. & I. Crossing)—R.	60.00	Leesburg (SF), B. C.	75.00
Leipsic (D. T. & I. Crossing)—R.	60.00	Highland—A.	70.00
OHIO DIVISION.		New Vienna (VA), A. O. B.	87.00
Location, Call and Position.	Rate per Month.	New Vienna (VA), B. C. T.	78.00
Little Hocking (HK), A. O. B.	\$ 82.00	New Vienna (VA), B. C.	75.00
Torch Hill (BY), A. O. B.	82.00	Farmers (WR), B.	75.00
Torch Hill (BY), B. C. T.	75.00	Martinsville (F), A. O. B.	82.00
Torch Hill (BY), B. C.	75.00	Midland City—A.	90.00
Coolville (CO), A. O. B.	83.00	Midland City (V), B. T.	87.00
Frosts (FR), B.	75.00	Midland City (V), B. T.	84.00
Stewart (SD), A. O. B.	82.00	Midland City (V), B. T.	83.00
Stewart (SD), B. C. T.	75.00	Blanchester—A.	100.00
Stewart (SD), B. C.	75.00	Blanchester (N), B.	79.00
Guysville (GY), A. O.	77.00	Blanchester (N), B. C. T.	79.00
Canaanville (HU), A. O. B.	85.00	Pleasant Plain (Z), A. O. B.	81.00
Canaanville (HU), B. C. T.	75.00	Cozaddale—A.	65.00
Canaanville (HU), B. C.	75.00	Hills (GR), A. O.	77.00
Athens (A), B.	90.00	Q Tower (Q), B. S.	82.00
Athens (A), B.	88.00	Q Tower (Q), B. S.	82.00
Athens (A), B.	86.00	Q Tower (Q), B. S.	82.00
Grosvenor (AS), B. S.	82.00	DA Tower (DA), B. S.	82.00
		DA Tower (DA), B. S.	82.00

Location, Call and Position.	Rate per Month.	Location, Call and Position.	Rate per Month.
DA Tower (DA), B. S.	\$ 82.00	Ivorydale—R.	\$ 66.00
Loveland—A.	95.00	Cumminsville—A.	78.00
Remington (K), A. O. B.	79.00	WD Tower (WD), B. S.	82.00
Madeira (G), A. O. B.	84.00	WD Tower (WD), B. S.	82.00
Madeira (G), B. C. T.	78.00	WD Tower (WD), B. S.	82.00
Madeira (G), B. T.	75.00	Storrs (RS), B.	83.00
Madisonville (HM), A. O. B.	100.00	Storrs (RS), B.	83.00
Symmes—A.	45.00	Storrs (RS), B.	83.00
GN Tower (GN), B. S.	82.00	CE Cabin (CE), B. S.	82.00
GN Tower (GN), B. S.	82.00	CE Cabin (CE), B. S.	82.00
GN Tower (GN), B. S.	82.00	CE Cabin (CE), B. S.	81.00
Broad Street (BS), A. O. B.	85.00	CW Cabin (CW), B. S.	82.00
Grove City (RO), A. O. B.	77.00	CW Cabin (CW), B. S.	82.00
Pleasant Corners (CN), B.	75.00	CW Cabin (CW), B. S.	81.00
Orient—A.	68.00	Delhi (DE), A. O. B.	78.00
Derby (QN), A. O. B.	77.00	Delhi (DE), B. T.	74.00
Mt. Sterling—A.	70.00	North Bend (NB), A. O. B.	79.00
Mt. Sterling (MS), B. C. T.	77.00	North Bend (NB), B. Y.	74.00
Mt. Sterling (MS), B. C. T.	76.00	North Bend (NB), B. Y.	74.00
Mt. Sterling (MS), B. C. T.	75.00	Dearborn (XN), B. S.	83.00
Madison Mills (MA), A. O. B.	77.00	Dearborn (XN), B. S.	83.00
Haynes (HN), B.	75.00	Dearborn (XN), B. S.	83.00
Bloomington (B), A. O. B.	78.00	Cochran (N), B. S.	83.00
Washington C. H. (WH), B. C.	84.00	Cochran (N), B. S.	83.00
Washington C. H. (WH), B. C. T.	84.00	Cochran (N), B. S.	83.00
Washington C. H. (WH), B. C. T.	84.00	Dillsboro (DO), A. O. B.	82.00
Sabina—A.	78.00	Dillsboro (DO), B. C. T.	77.00
Sabina (SA), B. C. T.	77.00	Dillsboro (DO), B. C. T.	75.00
Sabina (SA), B. C. T.	76.00	Pierceville—A.	45.00
Sabina (SA), B. C. T.	75.00	Cold Springs (CS), A. O. B.	78.00
Wilmington—A.	102.00	Moore's Hill—A.	64.00
Wilmington (WG), B. C. T.	79.00	Milan—A.	80.00
Wilmington (WG), B. C. T.	78.00	Milan (MI), B. S.	83.00
Wilmington (WG), B. C. T.	75.00	Milan (MI), B. S.	83.00
Cuba (CX), A. O. B.	77.00	Milan (MI), B. S.	83.00
Jackson—A.	112.00	Delaware (DR), A. O. B.	80.00
Jackson (JA), B. C. T.	82.00	Osgood—A.	77.00
Jackson (JA), B. C. T.	77.00	Osgood (H), B. C. T.	76.00
Jackson (A), B. C.	75.00	Osgood (H), B. C. T.	74.00
Oak Hill—A.	100.00	Osgood (H), B. C. T.	74.00
Oak Hill (NY), B. C. T.	78.00	Dabney (DB), A. O. B.	79.00
Black Fork (BF), A. O. B.	82.00	Holton (HO), A. O. B.	80.00
Fire Brick (KA), A. O. B.	82.00	Nebraska (NA), A. O. B.	78.00
Bloom Junction (BJ), A. O. B.	82.00	Nebraska (NA), B. C. T.	74.00
Bloom Junction (BJ), B. C. T.	75.00	Nebraska (NA), B. C. T.	74.00
Bloom Junction (BJ), B. C. T.	75.00	Butler (BU), A. O. B.	79.00
South Webster (WR), A. O. B.	88.00	North Vernon—A.	105.00
Scioto Furnace (JR), A. O. B.	82.00	North Vernon (G), B.	90.00
Sciotoville (SI), A. O. B.	82.00	North Vernon (G), B.	90.00
Portsmouth (AR), B. C. T.	82.00	North Vernon (G), B.	90.00
Portsmouth (AR), B. C. T.	82.00	Hayden (HA), A. O. B.	79.00
Portsmouth (AR), B. C. T.	81.00	Flemings (FN), B.	74.00
Hillsboro (HI), A. O. B.	108.00	Seymour (JO), B. W. C.	93.00
Lynchburg—A.	76.00	Seymour (JO), B. W. C.	93.00
Lynchburg (BG), B. C. T.	75.00	Seymour (JO), B. W. C.	93.00
Westboro—A.	70.00	Brownstown (BI), A. O. B.	82.00
Melvin—A.	70.00	Brownstown (BI), B. C. T.	77.00
Sabina—R.	50.00	Brownstown (BI), B. C. T.	77.00
Sabina—R.	50.00	Vallonia (VA), A. O. B.	80.00

INDIANA DIVISION.

Location, Call and Position.	Rate per Month.	Location, Call and Position.	Rate per Month.
Oakley—A.	\$ 85.00	Medora (Q), A. O. B.	82.00
Oakley (KY), B. T.	79.00	Medora (Q), B. C. T.	74.00
Oakley (KY), B. T.	77.00	Medora (Q), B. T.	74.00
Oakley (KY), B. C. T.	74.00	Sparksville—A.	64.00
E. Norwood—T. A.	90.00	Fort Ritner (FR), A. O. B.	78.00
E. Norwood—R.	66.00	Fort Ritner (FR), B. C. T.	74.00
E. Norwood—R.	66.00	Fort Ritner (FR), B. T.	74.00
Bond Hill—A.	87.00	Tunnelton—A.	64.00
Bond Hill—R.	66.00	Rivervale (RU), A. O. B.	82.00
Bond Hill—R.	66.00	Rivervale (RU), B. C. T.	75.00
Ivorydale (NA), B. S.	85.00	Rivervale (RU), B. C. T.	74.00
Ivorydale (NA), B. S.	92.00	Mitchell (M), B.	89.00
Ivorydale (NA), B. S.	88.00	Mitchell (M), B. C. T.	81.00
		Mitchell (M), B. C. T.	81.00
		Georgia (GA), A. O. B.	80.00
		Huron (HR), A. O. B.	78.00

SCHEDULES AND WAGE SCALES.

Location, Call and Position.	Rate per Month.	Location, Call and Position.	Rate per Month.
Huron (HR), B. C. T.	\$ 74.00	Flora (FA), B. W.	\$ 93.00
Huron (HR), B. C. T.	74.00	Flora (FA), B. W.	93.00
Shoals (SA), A. O. B.	82.00	Flora (FA), B. W.	93.00
Shoals (SA), B. C. T.	77.00	Flora (FA), B. W. C.	93.00
Shoals (SA), B. C. T.	77.00	Xenia (MS), A. O. B.	79.00
Logootee—A.	80.00	Xenia (MS), B. C. T.	74.00
Logootee (P), B. C. T.	77.00	Xenia (MS), B. C. T.	74.00
Logootee (P), B. C. T.	77.00	Iuka (MN), A. O. B.	77.00
Logootee (P), B. C. T.	77.00	Iuka (MN), B. T.	74.00
Cannelburg (SK), A. O. B.	79.00	Iuka (MN), B. C. T.	74.00
Montgomery (GY), A. O. B.	80.00	Salem—A.	92.00
Bedford (BD), A. O. B.	100.00	Salem (NS), B.	83.00
Lovett (CO), A. O. B.	80.00	Salem (NS), B. C. T.	76.00
Commiskey (CM), A. O. B.	78.00	Salem (NS), B. C. T.	75.00
Commiskey (CM), B. C. T.	74.00	Sandoval (B), B. S. T.	85.00
Commiskey (CM), B. C. T.	74.00	Sandoval (B), T. R.	69.00
Paris—A.	55.00	Sandoval—A.	70.00
Deputy (DA), A. O. B.	80.00	Shattuc—A. (Jt)	46.00
Blocher (HN), A. O. B.	78.00	Shattuc (S), B. S. T.	82.00
Blocher (HN), B. C. T.	74.00	Shattuc (S), B. S. T.	82.00
Blocher (HN), B. T.	74.00	Shattuc (S), B. S. T.	82.00
Lexington (SB), A. O. B.	80.00	Huey (CE), A. O. B.	75.00
Nabbs—A.	57.00	Carlyle—A.	88.00
Marysville (NA), A. O. B.	79.00	Carlyle (MO), B. C. T.	79.00
Marysville (NA), B. C. T.	74.00	Carlyle (MO), B. C. T.	79.00
Marysville (MA), B. C. T.	74.00	Carlyle (MO), B. C. T.	79.00
Otisco (RA), A. O. B.	79.00	Beckemeyer—A.	80.00
Charlestown (CN), A. O. B.	82.00	Beckemeyer (BY), B. C. T.	75.00
Charlestown (CN), B. C. T.	74.00	Breese—A.	83.00
Watson (WS), A. O. B. S.	84.00	Breese (BR), B. C. T.	79.00
Watson (WS), B. S. C. T.	80.00	Breese (BR), B. C. T.	77.00
Watson (WS), B. S. C. T.	80.00	Breese (BR), B. C. T.	76.00
Jeffersonville—A.	95.00	Aviston (AN), A. O. B.	78.00
New Albany (NY), B. T.	92.00	Trenton—A.	80.00
New Albany (NY), B. T.	83.00	Trenton (TR), B. C. T.	76.00
New Albany (NY), B. T.	81.00	Summerfield—A.	73.00
Winton Place—A.	104.00	Summerfield (SF), B. T.	74.00
Storrs—R.	73.00	Lebanon—A.	82.00
Storrs—R.	73.00	Lebanon (U), B. C. T.	76.00
Storrs—R.	73.00	O'Fallon—A.	90.00

ILLINOIS DIVISION.

Location, Call and Position.	Rate per Month.	Location, Call and Position.	Rate per Month.
Washington (W), B. C. T.	\$ 82.00	O'Fallon (RN), B. C. T.	75.00
Washington (W), B. C. T.	82.00	O'Fallon (RN), B. C.	75.00
Shops (SH), B.	82.00	Furman (FN), A. O. B.	78.00
Shops (SH), B.	82.00	Furman (FN), B. T.	74.00
Shops (SH), B.	82.00	Caseyville (AY), B. S.	77.00
Shops (SH), B.	82.00	Caseyville (AY), B. S.	77.00
Wheatland (WD), A. O. B.	80.00	Caseyville (AY), B. S.	77.00
Wheatland (WD), B. C. T.	74.00	HN Cabin (HN), B. S.	83.00
Wheatland (WD), B. C. T.	74.00	HN Cabin (HN), B. S.	83.00
Fritchton (GO), A. O. B.	74.00	HN Cabin (HN), B. S.	83.00
Vincennes (V), B.	82.00	K Tower (K), B.	95.00
Vincennes (V), B.	82.00	K Tower (K), B.	90.00
Vincennes (V), B.	82.00	K Tower (K), B.	85.00
Beman (BM), B.	74.00	Beardstown (BR), B. C. T.	81.00
Lawrenceville—A.	120.00	Virginia (A), A. O. B.	83.00
Lawrenceville (WC), B. S. C.	83.00	Philadelphia (P), A. O. B.	74.00
Lawrenceville (WC), B. S. C.	83.00	Pleasant Plains (U), A. O. B.	75.00
Lawrenceville (WC), B. S. C.	83.00	Farmingdale—A.	65.00
Bridgeport—A.	100.00	Springfield (H), B. C.	82.00
Bridgeport (RD), B. C. T.	81.00	Springfield (H), B. C.	82.00
Sumner—A.	77.00	Springfield (H), B. C.	82.00
Sumner (MY), B. C. T.	75.00	Rochester (RH), A. O. B.	77.00
Sumner (MY), B. C. T.	75.00	Edinburg (EN), A. O. B.	78.00
Sumner (MY), B. Y.	75.00	Taylorville—A.	110.00
Claremont (CL), A. O. B.	75.00	Taylorville (G), B. T.	82.00
Olney (D), B. S.	83.00	Taylorville (G), B. C. T.	78.00
Olney (D), B. S.	83.00	Owaneco (WN), A. O. B.	76.00
Olney (D), B. S.	83.00	Pana (SU), B. T.	82.00
Noble (NO), A. O. B.	80.00	Pana (SU), B. C. T.	78.00
Noble (NO), B. C. T.	74.00	Pana (SU), B. C. T.	75.00
Clay City (CY), A. O. B.	80.00	Tower Hill (CD), A. O. B.	73.00
Clay City (CY), B. C. T.	74.00	Cowden (K), A. O. B.	78.00
		Beecher City (BI), A. O. B.	75.00
		Louis (L), A. O. B.	81.00

Location, Call and Position.	Rate per Month.
Cisne (CN), A. O. B.....	\$ 76.00
Geff—A.....	58.00
Fairfield—A.....	93.00
Fairfield (F), B. C. T.....	77.00
Mill Shoals (M), A. O. B.....	75.00
Springer—A.....	63.00
Enfield (CO), A. O. B. S.....	85.00
Norris City (N), A. O. B.....	82.00
Omaha—A.....	72.00
Ridgeway (Q), A. O. B.....	74.00

Location, Call and Position.	Rate per Month.
Junction (JN), A. O. B.....	\$ 71.00
Shawneetown (SY), A. O. B.....	103.00
Millersville—A.....	56.00
Lakewood—A.....	57.00
Caseyville—A.....	54.00
Bluff Springs—A.....	57.00
Richland—A.....	57.00
Iola—A.....	57.00
Flora—T. A.....	94.00

Bangor & Aroostook Railroad Co.

ARTICLE I.

The following rules and rates of pay will hereafter be observed in the employment of telegraphers.

ARTICLE II.

Employees required to perform telegraph service, of any character or duration, and other employees included in this schedule of wages, will be considered telegraphers, within the meaning of this agreement, irrespective of title by which designated, or character of service performed. It is understood that where there is a station agent and one or more telegraphers, the telegraphers report to, and are under the full authority of the station agent.

ARTICLE III:

Telegraphers as per Article II are in line of promotion over the entire system, except that men hired after January 1st, 1910, will have rights only on the division on which they were hired, advancement depending upon the faithful discharge of duty and capacity for increasing responsibility. Where merit, fitness and ability permit, seniority will have preference. The proper officials of the company will determine the fitness of telegraphers to fill position bid for, provided the senior applicant shall, if any doubt exists as to his ability, be granted a fair and impartial examination for the position applied for. Any telegrapher will have the right to appeal from the decision, personally, or through the station agents' committee, to the general manager.

ARTICLE IV.

A roster of telegraphers will be prepared and a copy of the same furnished to each telegraph office and will be revised semi-annually.

ARTICLE V.

Telegraphers will be advised of all permanent vacancies or new positions as soon as they exist, by a notice sent to each telegraph office announcing location and wages, where wage scale has been changed, and they shall file claim to the positions within ten (10) days after date of notice. Such positions shall be permanently filled at the expiration of twenty (20) days when possible. The trading of positions will not be permitted. When a telegrapher bids in and is notified of his assignment to a position he will not be allowed to bid for his former position until it has been once filled and again becomes vacant. When a telegrapher

becomes incapacitated or unable to fill his position, or his regular position is abolished, he will be assigned to extra work, if there is any and will retain his seniority.

ARTICLE VI.

Telegraphers declining to accept promotion will not forfeit their rights to the same or any other position they may be entitled to, when a vacancy occurs or a new position is created.

ARTICLE VII.

Telegraphers will not be dismissed or suspended without just cause. In the event of suspension or dismissal they will have the right within ten (10) days to refer their cases by written statement to the proper official, who shall, within seven (7) days of the receipt of such statement, give their case a thorough investigation, at which they will have the right to be present, if they desire, and to be accompanied by fellow employees of their choice and class. In case they are not satisfied with the result of such investigation, they will have the right to appeal, their case to higher officials in their regular order up to the president. In case the suspension or dismissal is found to be unjust, they will be reinstated and paid for time lost.

In the matter of errors made by station agents or their assistants in billing, delivering or handling freight in any manner, it was mutually agreed that some system must be established by which station agents will share in the losses resulting therefrom, and it was agreed that in such cases as the management might decide a portion of such losses ought to be charged against the station agent, that proportion would be fifteen per cent of the amount in each instance that the Bangor & Aroostook Railroad Company was obliged to pay, with a maximum charge against any station agent in any one case of ten (10) dollars. Also in the event of it being inconvenient for a station agent to pay all of this amount at once, the payment might be spread over a period of six (6) months by deducting equal amounts monthly from his wages until paid. The above also to apply to errors in passenger matters.

ARTICLE VIII.

If telegraphers are, by direction of the company, called upon to be in attendance in court, or at inquests, or otherwise, upon matters involving protection to, or in the in-

terest of the company, they will be considered and paid as if on duty, and allowed necessary expenses away from home, provided, however, that if the witness fees and mileage they draw are equal to or exceed what they would earn and their expenses, the company shall not pay anything, the intention being that a man shall not lose anything by being away from his work.

ARTICLE IX.

When additional telegraph positions are created, or new duties added to positions already existing, compensation will be fixed in conformity with positions of the same class, as shown in the wage scale.

ARTICLE X.

Two regular relief station agents shall be employed, who will receive the salary of the man relieved, but in no case less than \$3.50 per day. Vacancies in the regular relief station agent's staff will be advertised in the usual way and the senior qualified applicant will receive the appointment.

A regular assigned telegrapher taken away from his permanent location to do relief work will, without change in salary, be allowed for actual expenses not exceeding fifty cents per day.

ARTICLE XI.

Twelve (12) consecutive hours or less, including meal hours, will constitute a day's work for telegraphers; the hours of service will be arranged to suit the requirements.

ARTICLE XII.

Dispatchers will relieve employes for meals between 11:00 a. m. and 1:00 p. m.; when required to remain on duty during meal hours they shall receive one (1) hour overtime therefor and shall be allowed thirty (30) minutes as soon thereafter as conditions may warrant. Employes occupying eight or nine hour (trick) positions are not entitled to meal hours under this rule, but will be relieved for lunch when conditions warrant.

ARTICLE XIII.

Overtime will be allowed for all time worked in excess of the regular established hours and will be paid for at one-tenth of the regular rate per day per hour.

Overtime will be computed on the minute basis.

Overtime will not be allowed unless overtime slips are mailed to the proper officer (superintendent) within twenty-four (24) hours after the service has been performed. When overtime is not allowed notice with explanation will be given within seven (7) days.

ARTICLE XIV.

If for any purpose telegraphers are called to their offices by proper authority before or after regular hours they will be paid overtime at the rate of fifty (50) cents for the first hour, and one-tenth of the regular rate per day per hour for the balance of time worked. The minimum allowance for this service shall be one hour. This article is not intended to apply to employes reporting regularly for regular trains, but is intended to apply to special calls for extra trains, or for special purposes, either by

messages from the superintendent's office or notice from some train crew that desires to get into communication with the superintendent's office.

ARTICLE XV.

Telegraphers will not be required to report for duty on Sunday unless notified. They will receive one-half day for reporting once, and one day for a total of four hours. If an operator is required to be on duty more than four hours, he shall be paid for same as per Articles XI and XIII. Sunday work will, however, be reduced to the lowest minimum.

ARTICLE XVI.

Relief will be granted a telegrapher if, upon complaint and investigation, he is found to be overworked. It is understood that this rule refers to all work incident to the station department.

ARTICLE XVII.

If a telegrapher is transferred by order of the company he will be allowed regular pay while in transit and in making transfer, and will be furnished free transportation for himself, family and household goods; but if he bids in a position he shall be granted free transportation for himself and family, and one-half tariff rates on his household goods.

When transferring to a position that he has elected, or when transferring for a vacation, he will be allowed pay only for the actual time he is on duty for those two days on which transfers are made.

ARTICLE XVIII.

In event of reduction of force, the last man to enter the service will be the first man to be laid off, and in event of increasing the force the oldest man laid off will be offered work first, excepting as per Article XIX.

ARTICLE XIX.

It is understood that this agreement is not to apply to any telegrapher who has not been in the employment of the company for at least six months.

ARTICLE XX.

The full compensation paid for salary shall be shown on the wage scale attached to and a part of this agreement.

ARTICLE XXI.

Employes covered by this agreement and who have been in the service one (1) year and less than two (2) years shall be granted a term pass good over division on which employed; those who have been in the service two (2) years and less than ten (10) years, term pass over entire system; and employes who have been in the service over ten (10) years, term pass including wife over entire system.

ARTICLE XXII.

Telegraphers will not be required to teach telegraphy against the objections of the agent or operator.

ARTICLE XXIII.

This agreement shall take effect September 17, 1917, and will continue in effect until

changed by mutual agreement. Thirty (30) days' notice of a desire to change will be given.

J. B. STEWART, Gen. Mgr.,
For the Company.

A. M. McNAIR,
J. L. ROBBINS,
G. R. LILLEY,
E. N. TAPLEY,
J. B. CROCKER,

For the Station Agents and Operators.

WAGE SCALE.

Main Line.

Station and Position.	Rate Per Day
Searsport, station agent.....	\$3.70
Assistant station agent	2.25
Stockton, station agent	2.45
Sandy Point, station agent.....	2.25
Prospect, station agent.....	2.25
Frankfort, station agent.....	2.35
Winterport, station agent.....	2.35
Hampden, station agent.....	2.35
Northern Maine Jct. station agent.....	3.50
First trick operator.....	2.50
Second trick operator.....	2.35
Third trick operator.....	2.50
North Bangor, station agent.....	2.20
Hudson, station agent.....	2.25
Bradford, station agent.....	2.25
South Lagrange, station agent	2.50
First trick operator.....	2.40
Second trick operator.....	2.40
Third trick operator.....	2.25
Medford, station agent.....	2.25
Rand Cove, station agent.....	2.25
Lagrange, station agent.....	2.40
Derby, station agent.....	3.25
Assistant station agent.....	2.35
Milo, station agent.....	3.25
Assistant station agent.....	2.25
Brownville, station agent.....	3.30
Assistant station agent.....	2.25
Schoodic, station agent.....	2.25
West Seboois, station agent.....	2.60
Second trick operator.....	2.15
Third trick operator.....	2.15
Norcross, station agent.....	2.40
Millinocket, station agent.....	5.00
First trick operator.....	2.50
Second trick operator.....	2.25
Third trick operator.....	2.25
Grindstone, station agent.....	2.25
Davidson, station agent.....	2.25
Stacyville, station agent.....	2.25
Sherman, station agent.....	2.60
Assistant station agent.....	2.25
Crystal, station agent.....	2.25
Island Falls, station agent.....	3.25
Assistant station agent.....	2.40
Dyer Brook, station agent.....	2.25
Oakfield, station agent.....	2.50
First trick operator.....	2.25
Second trick operator.....	2.30
Third trick operator.....	2.30
Ludlow, station agent.....	2.25
New Limerick, station agent.....	2.25
Houlton, station agent.....	5.00
Clerk and operator.....	2.65
Littleton, station agent.....	2.25
Monticello, station agent.....	2.50
Bridgewater, station agent.....	2.70
Robinson, station agent.....	2.25

Station and Position.	Rate Per Day
Mars Hill, station agent.....	\$3.25
Assistant station agent.....	2.15
Clerk and operator	2.15
Westfield, station agent.....	2.25
Phair, station agent.....	2.45
Easton, station agent.....	2.60
Fairmount, station agent.....	2.20
Maple Grove, station agent.....	2.20
Ft. Fairfield, station agent.....	3.75
Assistant station agent.....	2.55
Clerk and operator	2.25
Presque Isle, station agent.....	4.00
Clerk and operator.....	2.30
Maysville, station agent.....	2.20
Caribou, station agent.....	5.00
First trick operator.....	2.40
Second trick operator.....	2.25
Third trick operator.....	2.10
New Sweden, station agent.....	2.55
Jemtpland, station agent.....	2.25
Stockholm, station agent.....	2.55
Van Buren, station agent.....	3.50
Assistant station agent.....	2.60
Keegan, station agent.....	2.90
Assistant station agent.....	2.15
Lille, station agent.....	2.25
Grand Isle, station agent.....	2.25
St. David, station agent.....	2.25
Madawaska, station agent.....	2.25
Frenchville, station agent.....	2.30
St. Lucie, station agent.....	2.25
Fort Kent, station agent.....	3.00
Assistant station agent.....	2.60
St. John, station agent.....	2.25
St. Francis, station agent.....	2.30

Ashland Branch.

Smyrna Mills, station agent.....	\$2.40
Howe Brook, station agent.....	2.30
Griswold, station agent.....	2.30
Masardis, station agent.....	2.30
Squa Pan, station agent.....	2.30
Ashland, station agent.....	3.40
Assistant station agent.....	2.10
Sheridan, station agent.....	2.45
Portage, station agent.....	2.45
Winterville, station agent.....	2.25
Eagle Lake, station agent.....	2.40
Wallagrass, station agent.....	2.25
Soldier Pond, station agent.....	2.25

Iron Works Branch.

Brownville Jct., station agent.....	\$3.00
Assistant station agent.....	2.35
Iron Works, station agent.....	2.25

Greenville Branch.

South Sebec, station agent.....	\$2.30
East Dover, station agent.....	2.30
Dover, station agent.....	3.10
Assistant station agent.....	2.40
Sangerville, station agent.....	2.30
Guilford, station agent.....	3.30
Abbot Village, station agent.....	2.15
Monson Jct., station agent.....	2.40
Blanchard, station agent.....	2.15
Shirley, station agent.....	2.30
Greenville, station agent.....	3.80
Clerk and operator.....	2.60

Oldtown Branch.

Alton, station agent.....	\$2.00
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E. Millinocket Branch.		Rate		Station and Position.		Per Day	
Station and Position.		Rate		Station and Position.		Per Day	
East Millinocket, station agent.....		\$3.75		Limestone, station agent.....		\$3.50	
Patten Branch.				Assistant station agent.....		2.15	
Patten, station agent.....		\$3.30		Washburn Cut-Off.			
Assistant station agent.....		2.25		Mapleton, station agent		\$2.40	
Limestone Branch.				Perham, station agent.....		2.25	
Grimes Mill, station agent.....		\$2.25		Washburn, station agent		2.35	
Goodrich, station agent.....		2.30		Relief Agents.			
				First relief station agents		\$3.50	

Bessemer & Lake Erie Railroad Co.

(EFFECTIVE MAY 1, 1917.)

INTRODUCTORY.

The following Rules and Rates of Pay will govern employes in this service. When additional positions are created compensation and duties will be fixed in conformity with positions of the same class covered by this schedule.

DEFINITIVE.

1. Employes required to perform telephone-telegraph service of any character or duration will be considered as "telegraphers" within the meaning of this schedule, irrespective of title by which designated, or character of service performed.

APPOINTEE POSITIONS.

2. Agencies at Erie, Conneaut Harbor, Meadville, Exposition Park, Greenville, She-nango, Butler, Bessemer, Munhall and Cochran will be appointive positions, as well as positions in train dispatcher's office, "CB" and "HF" offices.

Men for appointive positions will be chosen from official seniority list of telegraphers as far as practicable to do so.

Employes accepting appointive positions will retain their seniority rights.

When necessary to fill appointive positions such positions will be filled according to service age and qualifications, with the understanding that men filling same may revert to their former positions when such positions are discontinued within one year.

ADVERTISED POSITIONS.

3. All vacancies, other than temporary, will be bulletined by circular letter between the first and fifth day of each month, awarded between the fifteenth and twentieth day of the same month, accepted and filled on or before the first day of the following month; the circular letter to show to whom the positions advertised in the previous month have been awarded.

When such vacancies are bulletined telegraphers on the telegrapher's seniority list will be given preference if qualified.

If the person to whom the position is awarded fails to accept and fill within the time allowed, he forfeits his right to said position until it is again advertised. When such is the case, the position will be awarded to the next qualified applicant.

Temporary vacancies of thirty (30) days or more will be advertised for five (5) days and awarded to the senior man qualified.

Telegraphers awarded advertised permanent positions relinquish all claim to former position, unless successful applicant fails to qualify in new position after being given thirty days' trial.

ACCEPTANCE OF POSITIONS.

4. Employes are not required to accept promotion when vacancies occur, and will forfeit their rights to same by failure to accept when offered, except that when the same position is again vacant, their rights to it are not barred.

ABOLISHING POSITIONS.

5. If a telegrapher's position is abolished or temporarily discontinued, the telegrapher will be entitled to the position held by the youngest permanently assigned telegrapher or go on the extra list.

TRADING POSITIONS.

6. Telegraphers shall not be allowed to trade positions except by permission of the superintendent of telegraph, and then for a period not exceeding thirty days.

PROMOTION.

7. Telegraphers will be regarded in line of promotion, advancement, depending on faithful discharge of duties and capacity for increased responsibility. Where ability is sufficient, seniority will have the preference.

The proper officials of the company will determine the fitness of employes to remain in the service, or for employment or advancement.

SUSPENSION, DISMISSAL AND APPEAL.

8. Telegraphers will not be dismissed from the company's service without a fair and impartial hearing, unless telegraphers waive such hearing.

If suspended, pending investigation, such investigation will be held as soon as practicable from date of suspension, and if found not guilty telegrapher will be reinstated and paid for all time lost.

A telegrapher dissatisfied with an adverse decision will have the right to an appeal in

person or through a committee of telegraphers, up to and including the general manager.

The proper officials of the company will at all times listen to any reasonable complaints or grievances which any individual or committee of telegraphers of this company wish to make.

RIGHTS UPON REINSTATEMENT.

9. Employees dismissed from the telegraph service, and for any reason reinstated within six months, will retain all rights previously held, but those who leave the service voluntarily and are afterwards employed, shall rank as new men.

SERVICE LETTER.

10. Telegraphers who have been in the service at least three months continuously, when dismissed or otherwise leaving the service, will upon request be furnished by the proper official with a letter showing an actual record of their service, stating the cause of their dismissal or leaving, and length of time they have been in the company's service.

SENIORITY.

11. Telegraphers' seniority list will be revised annually, prior to April 1, by the company, and copies furnished the chairman of committee.

The telegraphers' official seniority list will consist of all regularly assigned occupants of positions covered by this schedule and actual telegraphers on the extra list on the date this schedule becomes effective.

None but actual telegraphers who enter scheduled positions covered by this schedule after its adoption will be added to the telegraphers' seniority list.

HOURS OF SERVICE.

12. Eight consecutive hours' service, and in addition, necessary time to make proper transfer, will constitute a day's work for telegraphers at stations where three "tricks" are established.

At stations where one telegrapher is employed ten (10) hours will constitute a day's work. If held on duty over ten (10) hours, overtime will be allowed as per Rule 17.

WRECKS, WASHOUTS, ETC.

13. Telegraphers performing duty at wrecks, washouts and similar points, shall receive three (\$3.00) dollars per day of twelve hours or less, and overtime after twelve hours at regular overtime rate.

LEAVING PERMANENT LOCATION.

14. A telegrapher required to leave his permanent location to do relief work temporarily will be allowed full time en route without reduction in salary.

SALARY OF EXTRA MEN.

15. Extra telegraphers shall receive the same rate of salary as the telegrapher they relieve.

ACTING AS WITNESSES.

16. Telegraphers summoned as witnesses for the company in the courts, or in similar service, shall receive their regular rate of

pay while in attendance and transportation and actual expenses while away from home.

OVERTIME.

17. Telegraphers will be allowed overtime when required to remain on duty in the performance of any service required by the company outside of their regular hours.

Telegraphers called to come on duty outside of their regular hours will be allowed fifty (50) cents for the call and first hour, and regular overtime rate thereafter.

The rate of pay for overtime will be based on telegrapher's monthly salary, according to location, but in no case less than forty (40) cents per hour.

In computing overtime, fractions of an hour less than thirty minutes will be ignored. Thirty minutes or over will be counted one hour.

Overtime slips will be furnished by the company, which must be filled out and mailed to the superintendent of telegraph within forty-eight hours from time of service.

When slips are incorrect, or time is not allowed, notice of same will be given by the company without delay.

SUNDAY WORK.

18. Telegraphers will only be required to work Sundays and holidays when necessary to protect the company's interests, but must report for duty on Sundays and holidays, and may be excused by the train dispatcher when circumstances will permit.

Agents and operators, operators and clerks assigned to twelve-hour tricks who are required to be on duty Sundays shall be paid time and a half.

VACATIONS.

19. Station agents and ten-hour operators who have been in the service of the company two or more years will be granted a leave of absence of ten (10) days continuous time each year without loss of pay, leave to be granted upon fifteen (15) days' notice being given the company, and in consecutive order as applied for.

FURLOUGH.

20. Telegraphers who have been in the service of the company two years or more may be given a furlough for six months, or less, and at the end of that time, or before if desired, upon making application to the proper official, may resume their former position.

PASSES.

21. All employees included in this schedule who have been in the service of the company one year or more, continuous service, shall receive company quarterly passes, and their wives shall receive "fifty-four annual trip passes" over the superintendent's district; provided, that when a telegrapher is located at a point where he cannot procure the necessities of life without excessive monetary loss to himself, his wife shall receive a quarterly card pass reading between the point where he is located and the nearest point on the B. & L. E. Railroad where the necessities of life may be procured without such loss.

TEACHING.

22. Telegraphers will not be required to teach telegraphy.

BATTERIES.

23. Where eight or more local cells of battery are located, linemen will be required to clean same.

GRIEVANCES, COMMITTEES, ETC.

24. All committees will be granted leave of absence when applied for and will be relieved as promptly as possible when they wish to present any matter to any of the officials of the company.

Telegraphers will not be discriminated against for serving on boards of adjustment for the Order of Railroad Telegraphers; and it is further understood that any telegrapher presenting a grievance or serving on any committee will not thereby in any way prejudice his standing with the officials of the company.

F. W. SMITH,

Superintendent of Telegraph.

J. S. MATSON,

General Superintendent.

WAGE SCALE.

Station and Position.	Rate Per Mo.
Erie, clerk and operator	\$ 99.00
Girard, agent and operator	104.50
Clerk and operator	82.50
Elk Creek, first trick operator	88.00
Plateau, agent and operator	88.00
Conneaut Hrbr., first trick operator ..	104.50
Second trick operator	93.50
"Y-A" Tower, first trick operator	93.50
Second trick operator	93.50
Third trick operator	93.50
Conneaut, agent and operator	110.00
State Line, first trick operator	88.00
Second trick operator	88.00
Third trick operator	88.00
West Springfield, agent and operator ..	88.00
"X-G" Tower, first trick operator	88.00
Second trick operator	88.00
Third trick operator	88.00
"N-A" Tower, first trick operator	93.50
Cranesville, agent and operator	93.50
Albion Yard, first trick operator	88.00
Second trick operator	88.00
"R-X" Tower, first trick operator	88.00
Second trick operator	88.00
Third trick operator	88.00
Albion, agent and operator	104.50
Springboro, agent	104.50
First trick operator	88.00
Second trick operator	88.00
Third trick operator	88.00
Conneautville, agent	104.50
Clerk and operator	82.50
Jollys, first trick operator	88.00
Second trick operator	88.00
Third trick operator	88.00
Dicksonburg, agent	82.50
Harmonsborg, agent and operator	93.50
First trick operator	88.00
Second trick operator	88.00
Third trick operator	88.00
Meadville, clerk and operator	99.00
French Creek, first trick operator	93.50
Second trick operator	93.50
Third trick operator	93.50
Station and Position.	Rate Per Mo.
Watson's Run, agent and operator....	\$ 88.00
Second trick operator	82.50
Third trick operator	82.50
Conneaut Lake, agent and operator	104.50
First trick operator	88.00
Second trick operator	82.50
Exposition Park, first trick operator ..	88.00
Second trick operator	88.00
"A-K" Tower, first trick operator	88.00
Second trick operator	88.00
Lynces Jct., first trick operator	88.00
Second trick operator	88.00
Third trick operator	88.00
Meadville Jct., agent and operator	93.50
First trick operator	93.50
Second trick operator	93.50
Third trick operator	93.50
Shermansville, first trick operator	88.00
Second trick operator	88.00
Hartstown, agent and operator	99.00
First trick operator	88.00
Second trick operator	88.00
Third trick operator	88.00
Adamsville, agent and operator	93.50
Clerk and operator	88.00
"K-O" Jct., first trick operator	93.50
Second trick operator	93.50
Third trick operator	93.50
"K-X" Tower, first trick operator	88.00
Second trick operator	88.00
Third trick operator	88.00
"O-W" Tower, first trick operator	88.00
Second trick operator	88.00
Third trick operator	88.00
Relay Table, first trick operator	110.00
Second trick operator	99.00
Third trick operator	99.00
"G-V" Tower, first trick operator	93.50
Second trick operator	93.50
Third trick operator	93.50
Greenville Shop, clerk and operator ..	110.00
Shenango, first trick operator	88.00
Second trick operator	88.00
Third trick operator	88.00
Henlien, first trick operator	88.00
Second trick operator	88.00
Third trick operator	88.00
Kremis, agent	93.50
First trick operator	93.50
Second trick operator	93.50
Third trick operator	93.50
Fredonia, agent and operator	99.00
First trick operator	88.00
Second trick operator	88.00
Third trick operator	88.00
Mercer Jct., first trick operator	93.50
Second trick operator	93.50
Third trick operator	93.50
Mercer, agent and operator	115.50
Houston Jct., agent and operator	93.50
First trick operator	99.00
Second trick operator	88.00
Third trick operator	88.00
"V-E" Tower, first trick operator	93.50
Second trick operator	93.50
Third trick operator	93.50
Grove City, agent	126.50
Harrisville, agent and operator	104.50
Clerk and operator	82.50
First trick operator	88.00
Second trick operator	88.00
Third trick operator	88.00

Station and Position.	Rate Per Mo.	Station and Position.	Rate Per Mo.
Branchton, agent.....	\$104.50	"B-D" Tower, first trick operator....	\$ 88.00
First trick operator.....	93.50	Second trick operator.....	88.00
Second trick operator.....	93.50	Third trick operator.....	88.00
Third trick operator.....	93.50	West Saxonburg, agent and operator..	77.00
Hilliards, agent and operator.....	88.00	Houseville, first trick operator.....	88.00
Argentine, agent and operator.....	82.50	Second trick operator.....	88.00
Annandale, agent and operator.....	93.50	Third-trick operator.....	88.00
Clerk and operator.....	82.50	Culmerville, agent and operator.....	93.50
Keisters, agent and operator.....	104.50	First trick operator.....	88.00
"O-N" Tower, first trick operator....	88.00	Second trick operator.....	88.00
Second trick operator.....	88.00	Third trick operator.....	88.00
Third trick operator.....	88.00	Curtisville, agent and operator.....	104.50
Claytonia, agent and operator.....	88.00	Russellton, agent and operator.....	104.50
Euclid, agent and operator.....	104.50	First trick operator.....	88.00
Queen Jct., agent.....	55.00	Second trick operator.....	88.00
Clerk and operator.....	44.00	Third trick operator.....	88.00
First trick operator.....	93.50	Red Raven, agent and operator.....	104.50
Second trick operator.....	93.50	First trick operator.....	93.50
Third trick operator.....	93.50	Second trick operator.....	93.50
Oneida, clerk and operator.....	93.50	Third trick operator.....	93.50
Second trick operator.....	88.00	Blacks Run, first trick operator.....	93.50
Third trick operator.....	88.00	Second trick operator.....	93.50
Calvin, first trick operator.....	93.50	Third trick operator.....	93.50
Second trick operator.....	93.50	"X-B" Tower, first trick operator....	99.00
Third trick operator.....	93.50	Second trick operator.....	99.00
Standard Jct., first trick operator....	93.50	Third trick operator.....	99.00
Second trick operator.....	93.50	North Bessemer, clerk and operator..	93.50
Third trick operator.....	93.50	Relief agent.....	126.50

Boston Terminal Company

(EFFECTIVE OCTOBER 20, 1917.)

1. All employees assigned by proper authority to tower service of any character or duration for the Boston Terminal Company, including tower directors, levermen, telephone or telegraph operators and announcers, will be considered towermen within the meaning of this agreement.

2. Eight (8) hours' continuous service on all straight tricks and eight (8) hours' service on split tricks will constitute a day's work.

3. Towermen required to perform extra service after having worked eight (8) hours will be given one (1) hour off for meals, with pay, if such service extends more than two (2) hours.

4. Overtime will be paid on a pro rata basis, except that when called for investigation one-half day's pay will be allowed, unless found to be at fault.

5. Towermen called for and reporting for service, and not used, will be allowed pay for four (4) hours.

6. The rates of pay in tower service will be:

	Per day
Directors	\$5.20
Levermen	4.20
Telephone operators.....	3.20
Announcers (Tower 237).....	2.95
Announcers (Broadway Tower and B. and A. Tower 5).....	2.80

7. Towermen employed in Tower No. 1 will be allowed one day off every two (2) weeks, and fourteen (14) days' vacation each year, with pay, a total of forty (40) days off with pay, annually.

8. A copy of this agreement and a roster showing the standing of each towerman, according to his age in the service, will be maintained and posted in Tower No. 1, the roster to be revised annually prior to January 1.

9. Towermen will be in line for promotion, and ability to fill the position bid for will determine the selection. The company, through the proper officials up to the manager, will determine the fitness of towermen to fill positions bid for, and, other conditions being equal, seniority in service will govern the promotion.

10. If a reduction is made in the force of tower employees, the younger men shall be displaced first, and if any position is abolished, the man displaced shall have choice of positions in accordance with his seniority.

11. In case of temporary absence of a director, the senior leverman on that trick will act as spare director. Should occasion require a leverman to double on the machine, preference will be given operator qualified.

12. The line of promotion will be from announcer to telephone operator; from telephone operator to leverman; from leverman to director.

13. When a vacancy occurs, or an additional position is to be created, a bulletin notice shall be posted in Tower No. 1 for five (5) days, during which time all towermen, as designated in Rule No. 1, may file a written application for the position. At the end of fifteen (15) days from date of notification, the appointment and assign-

ment shall be made, if, in the meantime, the position has not been filled. When a man bids in a position he will not be allowed to bid for his former position until it has been once filled and again becomes vacant.

14. A towerman disciplined, suspended or discharged for what he deems an unjust cause will be given a hearing, unless waived, and if the discipline, suspension or discharge is found to be unjust, he will be immediately reinstated, and will receive full pay for the time off. If a towerman is discharged, he may have the reasons therefor in writing, if he desires.

15. Any towerman who feels aggrieved, either on account of pay received, hours of labor or unjust treatment, may take the matter up with the general yardmaster, and an answer, in writing, shall be made to the complainant within ten (10) days. If the result to the employee is unsatisfactory, he will have the right to appeal to the manager and at the hearing before that officer the case may be presented by the employee himself, or by one or more of his fellow employees, but the complainant must be present at the hearing of said appeal, unless satisfactory reasons are given for his not being present.

16. A leave of absence for longer than sixty (60) days will not be granted, except with the approval of the manager, and no leave of absence will be given towermen to engage in other business.

17. Towermen will be treated in the matter of passes for themselves and absolutely dependent members of their families, and half rates over other roads, the same as employees of the companies entering the terminal, when it is possible for the manager to obtain same.

18. The provisions of this agreement shall not be changed to cause an increase in hours of service or a decrease in wages, except as provided for in Rule No. 19 of this agreement.

19. This agreement will take effect October 20, 1917, and will be carried out in good faith by all parties interested, and will continue in force until thirty (30) days' notice, in writing, has been given by either party to the other requesting, a change in same.

W. H. WRIGHT, Manager,
For The Boston Terminal Co.

SCOTT E. HASELTINE,
HARRY J. LIONETT,
GEORGE H. EDDY,
For the Towermen.

Boston Elevated Railway Company

(IN EFFECT SEPTEMBER 15, 1916.)

PARTIES.

Articles or agreement made and entered into this fifteenth day of September, 1916, by and between the Boston Elevated Railway Company (hereinafter called "The Company"), party of the first part, and The Order of Railroad Telegraphers, and Div. No. 156 thereof (hereinafter called "The Organization"), party of the second part.

PURPOSE AND INTENT; TO WHOM APPLICABLE.

Witnesseth: That the purpose and intent of this agreement is to provide a working understanding between members of the organization in the employ of the company, and the company, each through its duly accredited officers, to provide as satisfactory service to the public as possible, to provide as good working conditions for said members as possible, and to properly protect the interests of the company; and to provide

APPLICATION OF AGREEMENT.

That in the operation of the railway of the company, and respecting the relations to exist during the term of this contract between the company and those of its employees who during the life of this agreement are members of said organization, both parties hereto mutually agree:

ARBITRATION.

1. The company agrees to meet and treat with the duly accredited officers and committees of the organization upon all ques-

tions arising between them, and should any difference arise between them which cannot be mutually adjusted, the same shall be submitted, at the request of either party, to a board of arbitration to be selected in the following manner:

HOW SELECTED—DUTIES OF.

One arbitrator shall be chosen by the company, one by the organization, the two arbitrators so chosen shall meet daily to select a third, and the three arbitrators so chosen shall then endeavor to meet daily for the purpose of adjusting said difference, and the decision of the majority of said board, submitted in writing to the company and the organization, shall be binding upon both parties.

FAILURE TO APPOINT—EXPENSES.

In the event of the failure of either party to appoint its arbitrator within six (6) days after arbitration is decided upon, the party so failing shall forfeit its case. Each party shall bear the expense of its own arbitrator and the expense of the third arbitrator shall be borne equally by the parties hereto.

NON-PAYMENT OF DUES.

2. The company will do nothing to prevent or discourage any employee from becoming or continuing to be a member of the organization and will in no way discriminate against a member thereof because of such membership. The organization will not discriminate against any person in the employ of the company because of his refusal to join the organization or to continue

a member thereof, but if any member of the organization is expelled or suspended from his membership therein for violation of any of the provisions of this agreement, the company, being satisfied that such expulsion or suspension was for such reason and was justifiable, shall dismiss such employee from its service. If any member of the organization employed by the company neglects or refuses to pay to the organization any dues or assessments which have duly become a liability from him to the organization during his membership thereof, and while such employee, and before notice in writing by him to the secretary of Division No. 156 of the organization of which he is a member, of his desire and intention to discontinue his membership therein, and shall continue such refusal to pay such sum or sums as are justly due from him to the organization, after a determination by the company of the justice of the claims of the organization for such sums from such employee, the company will discharge such employee from its service or suspend him until all such sums have been paid.

TOWERMEN, QUALIFICATION.

3. All such employees assigned by proper authority to operate interlocking machines, record the passage of trains at towers, and perform the duties of towerman, whether armed telegrapher, leverman, helper or telephone operator, connected with the movement of trains, shall be hereafter referred to as towermen, and shall be governed by the provisions of this agreement.

ORDERS, MOVEMENT OF TRAINS, AUTHORITY.

4. They shall be governed by such general and special rules as apply to towermen in Book of Rules for the Government of Employees of Rapid Transit Lines. Permanent orders or instructions regarding train movements, or relating to traffic in whatever character, will in no case be given orally, excepting in emergency cases when it becomes necessary to issue such orders for the benefit of immediate action; then, and in every such case, such orders will be verified by proper letter over signature of official issuing such orders or instructions. No order or orders shall be given by any person or persons excepting the superintendent, train master, chief train dispatcher, dispatcher on track, district supervisors, starters, or any properly accredited representatives of the superintendent of Rapid Transit Lines, general orders excepted.

DISCIPLINE.

5. Employees as designated in Article III shall not be disciplined without a hearing unless they waive it. If suspended pending investigation, same shall be held within even days from date of suspension. If exonerated, they shall be allowed to resume their duties and be paid an amount equivalent to what they would have earned had action not been taken.

RIGHT OF APPEAL.

6. Any such employee aggrieved as to the result of discipline or any decision, shall have the right to appeal in person or through committee of fellow employees, not exceeding three, to the higher officials of the company, in regular order to the president. Such

appeal to be made in writing within ten days from date of notice of such discipline or decision.

SENIORITY.

7. Employees as designated in Article III shall be in line for promotion to higher positions within the service herein referred to upon the lines of the company where similar service or duties are required. Advancement will be made on the basis of seniority, so far as practicable, the fitness of an employee for the position sought to be determined by proper officials of the company, provided that the senior applicant will be given a fair and impartial examination for the position bid or applied for, if any doubt exists as to his ability.

ABOLISHMENT OF POSITION.

8. In the event of the abolishment of a position, the men affected shall have the right to choose any position to which their seniority entitles them.

COMPENSATION FOR INSTRUCTING MEN.

9. Towermen, whenever required to break in or instruct men in the tower service of the company, will be paid two and a half (2 1/2) cents per hour during the period required for such instruction in addition to their regular wages.

VACANCIES TO BE ADVERTISED.

10. Vacancies will be advertised by notice on the daily bulletin within seven days from date on which the vacancy occurs, with limitation of the time and conditions under which applications will be received. Said time limit to be not less than four days from date posted. The vacancy will be filled by the men entitled to it within fourteen days after it is assigned by bulletin.

BIDDING, WAGES FOR POSTING REGULATED.

11. Any employee herein referred to shall have the right to bid for any advertised position as above described, whether it be a position paying more or less than the one held. If qualified for the position sought, without the necessity of instruction, he shall, when placed in the position, receive the wage of the position taken. If not-qualified and breaking in or instructions are necessary, he shall receive the rate of pay of the position then held until fully qualified or placed in the position sought. If the position sought is one of a lower rate of wage than that of the position then held, he shall receive the lower rate of pay while breaking in for or when assigned to the position sought. When an employee covered by Article III has bid in a position, he will not be permitted to bid for the former position until it has been once filled and again becomes vacant.

RATING TO DETERMINE WAGES.

12. (a) Employees in the tower service, if called upon to perform work in a higher paid class in tower service, shall receive the pay thereafter of such higher class while they remain in that class.

(b) Where an employee may be called upon to temporarily perform work in a lower paid class, no change in his rate of pay shall be made.

SPARE WORK—DIVISION OF.

13. (a) Insofar as practicable, when towermen are temporarily absent, their positions shall be filled by other towermen in the manner herein described, if said towermen are available.

(b) In towers where assistants are employed, the first trick assistant at that tower may relieve the first trick right hand man, and the second trick assistant at that tower may relieve the second and third right hand men.

(c) In Tower "A," when assistant is not available, the split trick man may substitute for all right hand men in that tower.

(d) In Tower "D" the split trick man may substitute for all right hand men in that tower.

(e) In towers having assistants, the first trick towerman at Tower "J" may relieve the first trick assistant and split trick man, except at Tower "A" split trick man may work for the first trick assistant, and second trick man at Tower "J" may relieve the second trick assistants and they shall be entitled to the work of the man relieved.

(f) In towers having no assistants the first trick towerman at Tower "J" may relieve the first trick right hand man, and second trick towerman at Tower "J" may relieve second and third right hand men, except that at Towers "G" and "H" the assistants at Tower "F" may do the relieving, the men at Tower "J" going to Tower "F."

ABSENTEES PROTECTED.

14. That towermen legitimately absent on account of sickness, or otherwise, may have opportunity to protect their rights and privileges in the bidding for advertised vacancies, they shall deliver to the superintendent of Rapid Transit Lines written authority to bid for them. Such written authority must be received by superintendent in time to comply with limitations of time fixed for filling the vacancies.

15. Classes of service, hours of work, and rates of wage shall be as follows:

Towermen (R. H.) at towers operated 24 hrs. daily, 1st and 2nd tricks—Hours per day, 8; present rate, 40c; 9-15-16 to 9-15-17, 41c; 9-15-17 to 9-15-18, 42c; 9-15-18 to 9-15-19, 43c.

Towermen (R. H.) at above towers, 3rd tricks—Hours per day, 8; present rate, 39c; 9-15-16 to 9-15-17, 40c; 9-15-17 to 9-15-18, 41c; 9-15-18 to 9-15-19, 42c.

Relief towermen—Hours per day, 8-9-1-2; present rate, 40c; 9-15-16 to 9-15-17, 41c; 9-15-17 to 9-15-18, 42c; 9-15-18 to 9-15-19, 43c.

Assistants (L. H. and split trick towermen)—Hours per day, 8-1-2; present rate, 35c; 9-15-16 to 9-15-17, 36c; 9-15-17 to 9-15-18, 37c; 9-15-18 to 9-15-19, 38c.

Towermen at towers operated only during hours of train operation—Hours per day, 9-1-2; present rate, 30c; 9-15-16 to 9-15-17, 31c; 9-15-17 to 9-15-18, 32c; 9-15-18 to 9-15-19, 33c.

TIME OFF WITH PAY.

16. (a) Each towerman's position shall be relieved one full day every eighteen (18) days without diminution of pay to the towerman thus relieved, provided he has worked seventeen (17) days since his last day off with pay.

(b) Towermen, temporarily assigned to work positions other than their own, shall be relieved the same day as though they were working their own positions, and are not to be entitled to any other relief.

(c) When a towerman bids out of one position into another his day of relief shall change to that of the position into which he has bid when placed on same.

ROSTER.

17. A roster of employes herein described, arranged in order of seniority, will be posted in the towers.

LEAVE OF ABSENCE.

18. (a) When conditions permit, towermen, upon request, will be granted leave of absence not to exceed 30 days, with privilege of extension at the discretion of the superintendent.

(b) In cases of sickness or disability, such absence may be of indefinite duration, the absentee being required to report his condition and whereabouts at least once in two weeks.

(c) The acceptance of another position while on leave of absence shall be considered as terminating service.

LIFE OF AGREEMENT.

19. This agreement shall go into effect September 15th, 1916, and remain in full force until September 15th, 1919, both days inclusive, and continue in force and be binding upon the respective parties from year to year thereafter unless changed by the parties thereto. Either of the parties hereto desiring a change in any section or sections of this agreement shall notify the other party in writing of the desired change thirty (30) days prior to September 15th, 1919. In case of and after such notice the agreement shall then be opened up and the change or changes desired shall be considered. Upon failure to reach a mutual agreement upon any of the changes desired by the parties hereto, the same shall be arbitrated as provided for in this agreement, and the award shall then be entered into and become a part of this agreement.

In witness whereof, The Boston Elevated Railway Company has caused these presents to be signed in its name and behalf by its president and executive committee thereunto duly authorized, and The Order of Railroad Telegraphers has caused these presents to be signed in its name and behalf by the vice-president and chairman and committee of employes, members of Division No. 156, thereunto duly authorized.

THE BOSTON ELEVATED RAILWAY COMPANY.

(Signed) M. C. BRUSH, President.
WM. A. BANCROFT,
JAS. M. PRENDERGAST,
J. L. RICHARDS,

Executive Committee.

THE ORDER OF RAILROAD TELEGRAPHERS.

T. M. PIERSON,

Vice-President.

COMMITTEE OF EMPLOYES, DIV. No. 156,
R. H. BUXTON, Chairman.
E. A. WILLARD,
GEO. E. PRENDERGAST.

Boston & Maine Railroad

ARTICLE I.

Application of the Agreement.

These rules and rates of pay apply to all employees whose regular work requires them to perform the duties of a telegrapher of any character or in any amount; to employees who perform the same class of work by telephone heretofore done by telegraph; also to station and ticket agents who are not required to telegraph as shown in the wage scale attached to these rules.

ARTICLE II.

Right of Promotion.

Employees designated in Article I, also all agents at non-telegraphic stations, are in line for positions or promotions. Other things being equal, length of service will govern in selection of employees for positions or promotion; but the character of the service to be performed, merit, efficiency, and faithful discharge of duty will in every case be considered.

Rights are confined to the respective divisions and the superintendent shall be the judge of qualifications. If any doubt as to the ability of the senior applicant, an examination of such applicant will be given, who may have any co-employee of his choice present at such examination.

ARTICLE III.

Permanent Vacancies.

Employees as per Article I and all agents who are not required to telegraph, receiving \$1.75 per day to \$125.00 per month, both inclusive, will be advised within five (5) days of all permanent vacancies or new positions by notice sent to each office stating hours of service, days per week and salary. Applications for such vacancies or positions shall be received for ten days and the successful applicant and the local chairman to be advised, and the assignment made within twenty days after the vacancy occurs. Non-telegraph positions not covered by Article I will be advertised in the same manner.

When a permanent position is abolished the employee so relieved, if competent, shall have the right to take the position of the youngest permanent employee, in point of service, or he may go on the extra list if he so prefers.

In filling summer or temporary positions the men on the division, as per Article I, will be given preference.

ARTICLE IV.

General Telegraph Office.

Employees as per Article I on Portland, Fitchburg and Southern Divisions, are eligible to bid on vacancies as telegraphers in general telegraph office; employees as per Article I in general telegraph office are eligible to bid on all positions as per Article III on Portland, Fitchburg and Southern Divisions.

Vacancies or new positions as car distributor in general telegraph office will be

advertised in and awarded to employees in general telegraph office as per Article II and Article III, the superintendent of transportation and superintendent of telegraph to be the judges of qualifications.

Vacancies or new positions in general telegraph office, other than positions of car distributor, will be advertised as per Article III on the Portland, Fitchburg and Southern Divisions, the superintendent of telegraph to be the judge of qualifications.

The term of railroad service of all employees in general telegraph office will date from the time they commenced telegraph service; but their rating in said office will date from the time they were assigned a permanent position in that office. Should car distributors or other positions be abolished employees will revert back to positions formerly held by them in "GM" office.

ARTICLE V.

Relief Men.

Sufficient relief men will be supplied to meet all reasonable demands.

ARTICLE VI.

Discipline or Dismissal.

Employees will not be disciplined or dismissed without cause; in case discipline is thought to be unjust employees may refer their case in writing to the division superintendent after which they shall be given a hearing within seven (7) days and a decision will be promptly rendered. The aggrieved parties may be present at all investigations and may be represented by fellow employees of the same class; in event of this investigation proving unsatisfactory, case may be appealed to the higher officials in regular order. If the accused is found blameless, his record will remain the same as previous thereto and he shall receive pay for all time lost.

ARTICLE VII.

Minimum Rate.

The minimum rate for employees as per Article I will be \$2.25 per day, except such positions as are designated by a * in the wage scale.

Unless otherwise specified all positions shown in the wage scale will be considered seven-day positions.

When a vacancy occurs, the company may, at its option, change a seven-day position to a six-day position.

Employees holding six-day positions required any part of the seventh day for any purpose, shall receive one day's pay for such service.

ARTICLE VIII.

Hours Per Day and Overtime.

Twelve (12) consecutive hours, including one hour for meals, will constitute a maximum day's work.

Overtime on a pro-rata maximum ten-hour basis will be allowed for all time worked in excess of the regular established hours at any point. Overtime will be com-

puted on a minute basis, accumulative to end of week.

Requests for overtime must be filed within forty-eight (48) hours from time service is performed; if same is not allowed notice with explanation will be given within five (5) days.

The above arrangement of hours will not be construed to increase the hours of service at offices now on a basis of less than twelve (12) hours. If hours are increased, overtime will be paid.

ARTICLE IX.

Meal Hour.

Employees as per Article I will be allowed one hour for meals commencing any time within the fourth and sixth hour after starting work. If unable to obtain one hour for meals, employees will receive one hour's overtime at pro-rata rate on maximum ten (10) hour basis. This, does not apply to employees working eight (8) hours or less.

ARTICLE X.

Special Calls.

If for any purpose employees are called before or after regular hours, they shall be paid on a pro-rata maximum ten (10) hours basis, and a minimum time allowance of four (4) hours.

ARTICLE XI.

Spare Employees.

Spare employees as per Article I will receive the compensation of the position to which assigned, together with proportion of commission earned and will be paid for regular time consumed in transit from one station to another.

ARTICLE XII.

Relief from Overwork.

Relief will be granted if upon complaint and investigation employees are found to be overworked.

ARTICLE XIII.

Attending Court, Etc.

Employees attending court or inquests, or if absent from their regular duties under orders of the company, shall receive the same amount they would have been entitled to on their regular positions, and will be allowed necessary expenses while away from home.

ARTICLE XIV.

Uniform Caps.

Uniform caps will be furnished free to all employees who are required to wear them.

ARTICLE XV.

Required to Transfer.

When transferring from one position to another, employees as per Article I will be furnished free transportation for family and effects and the regular pay allowed while in transit making such transfer.

ARTICLE XVI.

Vacations.

All employees as per Article I who have been in the employ of the company one year or more, will be allowed seven (7) consecutive days leave of absence each year with full pay.

If the company finds it inconvenient to grant leave of absence to any employee as per Article I, entitled to it under this rule, the employee shall receive compensation at his regular salary for that period.

Applications for leave of absence shall be filed between January 1st and March 1st and where dates conflict senior employees will be given preference.

ARTICLE XVII.

Seniority List.

A seniority list consisting of all employees covered by Article I will be issued by the company. Each local chairman will be furnished with a copy for his division; these lists will be revised annually prior to January 1st.

ARTICLE XVIII.

Attending Switch and Signal Lights.

Employees as per Article I assigned to telegraph service when required to attend switch or signal lights, will be paid fifteen (15) cents per week per lamp. This does not include train order signals.

ARTICLE XIX.

Flagging Crossings and Attending Gates.

Employees as per Article I assigned to telegraph duties and not now protecting crossings, will be exempt from flagging crossings or attending gates. Other employees as per Article I not now protecting crossings but who may be required to flag crossings or attend gates in the future will be compensated for such service; rate to be arrived at by mutual agreement between the company and the committee.

ARTICLE XX.

New Positions.

When new positions are created, additional duties added or material changes in existing working conditions made, compensation and hours will be fixed in conformity with positions of the same class covered by the agreement.

ARTICLE XXI.

Transfer of Accounts.

When accounts are being transferred from one employee to another, each employee shall be paid at the regular daily rate for that station for the time required to transfer, but in no case for less than one day.

ARTICLE XXII.

Printing of Schedule.

These rules and rates of pay will be printed by the company in book form and copies will be furnished to all employees designated in Article I.

ARTICLE XXIII.

Cancelling of Agreement.

These rules and rates of pay shall take effect August 26th, 1916, and will be carried out by all parties interested, and will continue in force until thirty (30) days' notice has been given by either party to the other, requesting a change in same.

J. H. HUSTIS,

Temporary Receiver of
the Boston & Maine
Railroad.

By B. R. POLLOCK,

General Manager.

ACCEPTED FOR THE EMPLOYEES,

By J. B. BODE,

General Chairman.

ABBREVIATIONS USED.

A.—Agent.
O.—Operator.
A. & O.—Agent and operator.
A. T. A. & O.—Asst. ticket agent and opr.
A. T. A.—Asst. ticket agent.
F. A.—Freight agent.
F. A. & O.—Freight agent and opr.
T. A.—Ticket agent.
T. A. & O.—Ticket agent and operator.
Ca. & O.—Cashier and operator.
D. O.—Day operator.
N. O.—Night operator.
C. & O.—Clerk and operator.
N. O. & S.—Night opr. and switchman.
D. O. & S.—Day opr. and switchman.
D. O. & Y. C.—Day opr. and yard clerk.
N. O. & Y. C.—Night opr. and yard clerk.
O. & S.—Operator and switchman.
T. A. & C. W.—Ticket agent and crossing watchman.

GENERAL TELEGRAPH OFFICE,
BOSTON.

*Indicates that men work 6 days per week.

†Alternate fourth Sundays at operator's rate.

Station and Position.	Rate Hours	
	Per Day.	Per Day.
Boston, chf. opr. and car dis.....	\$4.15	*8
Boston, four car distributors.....	3.85	*8
Boston, five operators.....	3.55	*8
†Boston, one operator.....	3.55	*8
Boston, one night operator.....	3.25	8

PORTLAND DIVISION.

Main Line via Dover.

Station and Position.	Rate Hours	
	Per Day.	Per Day.
Boston (Supt's office), D. O.....	\$2.85	*9
Boston (Supt's office), N. O.....	2.85	8
East Somerville, A. & O.....	3.05	12
East Somerville (E. Hse.), O. 1st trick	2.85	8
East Somerville (E. Hse.), O. 2d trick	2.85	8
Wellington, A.....	2.65	12
Edgeworth, A. & O.....	3.45	12
Malden, A. & O.....	3.10	11
Malden, D. O.....	2.55	12
Oak Grove, A. & O.....	3.45	12
Wyoming, A. & O.....	2.85	12
Melrose, A.....	3.45	12
Melrose, T. A. & O.....	2.65	9
Melrose, A. T. A. & O.....	2.50	9
Melrose Highlands, A. Agt.....	2.35	12
Wakefield Junction, T. A. & O.....	3.10	12
Wakefield, Agt.....	3.95	12
Wakefield, Ca. & O.....	2.95	*11
Wakefield, T. A. & O.....	2.85	9
Wakefield, A. T. A.....	2.35	9
Reading, T. A. & O.....	2.60	9
Reading, C. & O.....	2.65	*10
Reading, A. T. A. & O.....	2.35	9
North Wilmington, A. & O.....	2.60	12
Wilmington Jct., A. & O.....	2.65	12
Lowell Jct., A. & O.....	2.85	8
Lowell Jct., O. & S., 2d trick.....	2.35	8
Lowell Jct., O. & S., 3d trick.....	2.35	8
Ballardvale, Agt.....	2.87	12
Andover, A. & O.....	3.45	12

Station and Position.

Rate Hours
Per Per
Day. Day.

Andover, O. 1st trick.....	\$2.65	*9
Andover, O. 2d trick.....	2.60	9
South Lawrence, O. 1st trick.....	2.75	8
South Lawrence, O. 2d trick.....	2.75	8
North Andover, A. & O.....	2.90	12
North Andover, D. O.....	2.45	12
Ward Hill, A. & O.....	2.60	12
Bradford, T. A. & O.....	2.85	10
Bradford, A. T. A. & O. 2d trick..	2.35	9
Bradford, Y. C. & O. 3d trick.....	2.35	9
Haverhill, O. 1st trick.....	2.50	9
Haverhill, O. 2d trick.....	2.35	10
Atkinson, A. & O.....	2.65	12
Westville, A. & O.....	2.35	12
Plaistow, A. & O.....	2.55	12
Newton Jct., A. & O.....	2.85	12
East Kingston, A. & O.....	2.65	12
Exeter, T. A. & O.....	2.90	12
Newfields, A. & O.....	2.90	12
Rockingham, A. & O.....	2.70	10
Rockingham, O. 2d trick.....	2.35	8
Newmarket, A. & O.....	3.15	12
Newmarket, D. O.....	2.50	12
Durham, A. & O.....	2.45	12
Durham, D. O.....	2.40	12
Madbury, A. & O.....	2.45	12
Dover, O. 1st trick.....	2.70	8
Dover, O. 2d trick.....	2.65	8
Dover, O. 3d trick.....	2.50	8
Dover, T. A.....	3.20	12
Dover, A. T. A.....	2.60	12
Rollinsford, A. & O.....	2.65	12
Salmon Falls, A. & O.....	3.15	12
Cummings, A. & O.....	2.65	12
Cummings, O. 1st trick.....	2.50	8
Cummings, O. 2d trick.....	2.50	8
Cummings, O. 3d trick.....	2.35	8
North Berwick, A. & O.....	2.45	12
North Berwick, D. O.....	2.55	12
Wells Beach, A. & O.....	2.40	12
Kennebunk, A.....	3.20	12
Kennebunk, O. 1st trick.....	2.45	8
Kennebunk, O. 3d trick.....	2.40	8
Kennebunk, O. 2d trick.....	2.35	8
Biddeford, T. A. & O.....	3.10	12
Saco, T. A. & O.....	2.85	12
Old Orchard, A. & O.....	3.15	10
Old Orchard, C. & O. 2d trick.....	2.35	10
Pine Point, A. & O.....	2.40	12
Scarboro Beach, A. & O.....	2.55	12

PORTLAND DIVISION.

Main Line via Portsmouth.

Everett, Agt.....	\$2.85	12
East Everett, Agt.....	2.65	12
Chelsea, A. & O.....	3.90	12
Chelsea, T. A. & O.....	2.85	9
Chelsea, A. T. A.....	2.55	9
Revere, A. & O.....	3.45	12
West Lynn, T. A.....	2.85	12
Lynn, A. T. A.....	2.60	12
Lynn (Yard), Y. C. & O.....	2.60	*11
East Lynn, T. A.....	2.40	12
Swampscott, A. & O.....	3.05	12
Salem, A. T. A.....	2.75	12
Salem, A. T. A.....	2.60	12
Salem, A. T. A.....	2.60	12
Salem, A. T. A.....	2.35	12
Salem, O. 1st trick.....	2.85	8
Salem, O. 2d trick.....	2.85	8
Salem, O. 3d trick.....	2.80	8
Beverly, A. & O.....	3.70	12
Beverly, T. A. & O.....	2.95	11

Station and Position.	Rate Hours	
	Per Day.	Per Day.
North Beverly, A. & O.....	\$2.70	12
Hamilton & Wenham, A. & O.....	3.20	12
Hamilton & Wenham, T. A. & O.....	2.85	9
Hamilton & Wenham, A. T. A. & O.....	2.40	9
Ipswich, T. A. & O.....	2.85	10
Ipswich, A. T. A. & O.....	2.45	9
Rowley, A. & O.....	2.70	12
Newbury, A. & O.....	2.35	12
Newburyport, A.....	3.70	12
Newburyport, T. A. & O.....	2.95	9
Newburyport, A. T. A. & O.....	2.65	9
Newburyport (Frt.), C. & O.....	2.60	*11
Salisbury, A. & O.....	2.60	12
Seabrook, A. & O.....	2.50	12
Hampton, A. & O.....	2.80	12
North Hampton, A. & O.....	2.75	12
Greenland, A. & O.....	2.60	12
Portsmouth, T. A.....	3.35	12
Portsmouth, A. T. A.....	2.60	12
Portsmouth, O. 1st trick.....	2.75	8
Portsmouth, O. 2d trick.....	2.75	8
Portsmouth, O. 3d trick.....	2.50	8
Kittery Jct., A. & O.....	2.70	12
Eliot, A. & O.....	2.70	*12
Jewett, A. & O.....	2.95	9
Jewett, O. 2d trick.....	2.50	9
Jewett, O. 3d trick.....	2.50	9
Wells Depot, A. & O.....	2.50	*12
West Kennebunk, A. & O.....	2.85	8
West Kennebunk, O. 2d trick.....	2.45	8
West Kennebunk, O. 3d trick.....	2.35	8
Biddeford, T. A. & O.....	2.85	12
Saco, A. & O.....	2.65	*12
Oak Hill, A. & O.....	2.50	12

Medford Branch.

Glenwood, A. & O.....	\$3.00	12
Medford, A. & O.....	3.20	*12

Georgetown Branch.

Haverhill Bridge, A. & O.....	\$2.65	*12
Groveland, Agt.....	2.40	*12

South Reading Branch.

Lynnfield, A. & O.....	\$2.55	*12
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Newburyport Branch.

Wakefield Center, T. A. & O.....	\$2.80	*12
Lynnfield Center, A. & O.....	2.60	12
West Peabody, A. & O.....	2.80	12
Tapleville, A. & O.....	2.65	12
Danvers Jct., C. & O.....	2.55	12
Danvers, A. & O.....	3.20	12
Topsfield, A. & O.....	2.70	12
Boxford, A.....	2.55	12
Georgetown, A. & O.....	2.90	10
Georgetown, D. O.....	2.40	*10
Byfield, A. & O.....	2.60	12

Lowell Branch.

Baldwin, A.....	\$2.55	12
Almont, A.....	2.55	12
Wamesit, A.....	2.55	12
Wigginville, A.....	2.60	12

Manchester and Lawrence Branch.

Methuen, A. & O.....	\$3.15	12
Methuen, D. O.....	2.40	*12
Salem, N. H., A. & O.....	3.15	12
Canobie Lake, A. & O.....	2.45	12
Derry, A. & O.....	3.45	12
Derry, T. A. & O.....	2.50	12

Station and Position.	Rate Hours	
	Per Day.	Per Day.
Windham, A. & O.....	\$2.95	8
Windham, O. 2d trick.....	2.35	8
Windham, O. 3d trick.....	2.35	8
Wilson, Agt.....	2.45	12
Londonderry, A. & O.....	2.60	12

Merrimack Branch.

Merrimack, A. & O.....	\$2.90	*12
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Dover and Lakeport Branch.

Gonic, A. & O.....	\$2.65	12
Farmington, A. & O.....	3.20	12
New Durham, A. & O.....	2.40	12
Alton, A. & O.....	2.65	12
Alton Bay, A. & O.....	3.10	12
Lake Shore Park (S), A. & O.....	2.35	*12

Kennebunkport Branch.

Kennebunkport Beach (S), A. & O.....	\$2.45	*12
Kennebunkport, A. & O.....	2.90	*12

Saugus Branch.

West Street, A. & O.....	\$3.35	*12
West Everett, Agt.....	2.50	*12
Bell Rock, A. & O.....	2.95	*12
Malden, A. & O.....	3.45	*12
Faulkner, Agt.....	2.70	*12
Maplewood, A. & O.....	2.95	12
Broadway, Agt.....	2.70	*12
Linden, A. & O.....	2.95	*12
Franklin Park, A.....	2.70	*12
Cliftondale, A. & O.....	3.00	12
Saugus, A. & O.....	2.95	*12
East Saugus, A. & O.....	2.70	12
Raddin, A.....	2.50	*12
Lynn Common, T. A.....	2.85	*12

Swampscott Branch.

Marblehead, A. & O.....	\$3.70	*12
Marblehead, T. A. & O.....	2.95	*12

Lawrence Branch.

Peabody, A. & O.....	\$3.95	*12
Peabody, T. A. & O.....	3.20	*9
Peabody, A. T. A. & O.....	2.60	*9
Danversport, A. & O.....	2.95	*12
Danvers (E), T. A. & O.....	2.70	12
Hathorne, A. & O.....	2.60	*12
Howes, Agt.....	2.15	*12
Middleton, A. & O.....	2.55	*12
Marble Ridge, A.....	2.25	*12
Stevens, A. & O.....	2.55	*12
Machine Shop, A. & O.....	3.45	*12

Rockport Branch.

Montserrat, A.....	\$2.60	12
Prides, A. & O.....	2.90	12
Beverly Farms, A. & O.....	3.15	10
Beverly Farms, D. O.....	2.50	10
West Manchester, A. & O.....	2.65	12
Manchester, A. & O.....	3.35	12
Manchester, D. O.....	2.50	12
Magnolia, A. & O.....	3.15	12
West Gloucester, A.....	2.10	12
Gloucester, A.....	3.74	12
Gloucester, T. A. & O.....	3.10	9
Gloucester, A. T. A. & O.....	2.85	9
Gloucester, A. T. A. & O.....	2.30	9
Rockport, A. & O.....	3.20	8
Rockport, D. O.....	2.70	8

Essex Branch.

Essex, A. & O.....	\$2.70	*12
Conomo, A.....	2.25	*12

Sallsbury Branch.

Station and Position.	Rate		Hours	
	Per Day.	Per Day.	Per Day.	Per Day.
Amesbury, A.....	\$3.35		*12	
Amesbury, T. A. & O.....	2.90		12	

Dover Branch.

Dover Point, A.....	\$2.35		*12	
Newington, A.....	2.35		12	
Sawyer, A. & O.....	2.60		*12	

York Harbor and Beach Railroad.

Kittery Navy Yard, A. & O.....	\$2.35		*12	
Kittery Point, A. & O.....	2.45		*12	
York Harbor, A. & O.....	2.85		*12	
York Beach, A. & O.....	2.90		*12	

Conway Branch.

South Berwick, A. & O.....	\$2.90		*12	
Salmon Falls (E), T. A. & O.....	2.65		12	
Somersworth, A.....	25.55		wk 12	
Somersworth, Ca. & O.....	3.15		*11	
Somersworth, D. O.....	2.50		12	
Rochester, O. 1st trick.....	2.70		8	
Rochester, O. 2d trick.....	2.70		8	
Rochester, O. 3d trick.....	2.70		8	
Rochester, T. A.....	3.05		12	
Hayes, A. & O.....	2.60		12	
Milton, A. & O.....	2.65		12	
Union, A.....	2.65		12	
Union, D. O.....	2.45		12	
Sanbornville, A. & O.....	2.85		9	
Sanbornville, O. 2d trick.....	2.65		8	
Sanbornville, O. 3d trick.....	2.40		8	
Burleyville, A. & O.....	2.65		12	
Ossipee, A. & O.....	2.65		12	
Mountainview, A. & O.....	2.65		12	
Mt. Whittier, A. & O.....	2.65		12	
Madison, A. & O.....	2.65		12	
Conway, A. & O.....	3.15		12	
Conway, D. O.....	2.50		*12	
North Conway, A. & O.....	3.15		12	

Wolfeboro Branch.

Wolfeboro Falls, A.....	\$2.20		*12	
Wolfeboro, A. & O.....	3.15		*12	

SOUTHERN DIVISION.

Main Line.

Station and Position.	Rate		Hours	
	Per Day.	Per Day.	Per Day.	Per Day.
East Cambridge, A.....	\$2.60		12	
East Cambridge (E. Hse.), O.....	2.85		11	
Prospect Hill, A.....	2.80		*12	
Mystic Jct.; C. & O. 1st trick.....	2.85		8	
Mystic Jct., C. & O. 2d trick.....	2.85		8	
Mystic Jct., C. & O. 3d trick.....	2.65		8	
Winter Hill, A.....	2.75		8½	
Winter Hill, Asst. A.....	2.25		*8½	
Somerville Jct., A.....	2.70		12	
North Somerville, A.....	3.25		10½	
North Somerville, C. & O. 1st trick.....	2.50		*9	
North Somerville, C. & O. 2d trick.....	2.35		9	
Medford Hillside, A.....	2.40		12	
West Medford, A.....	3.10		11	
West Medford, C. & O. 1st trick.....	2.40		10	
West Medford, C. & O. 2d trick.....	2.40		9	
Wedgemere, A.....	2.60		9½	
Wedgemere, A. A.....	2.05		9½	
Winchester, A. A.....	19.40		wk 11	
Winchester, T. A. & O.....	2.85		9	
Winchester, A. T. A. & O.....	2.50		9	
Cross Street, A.....	\$2.05		9½	
Woburn Highlands, A.....	2.20		9¼	
Woburn, T. A. & O.....	2.85		8½	
Woburn, A. T. A. & O.....	2.50		8½	
Woburn (Freight), C. & O.....	2.80		*9½	
North Woburn, A. & O.....	2.55		12	
Winchester Highlands, A.....	2.35		12	
Montvale, A.....	2.35		12	
Walnut Hill, A. & O.....	2.50		12	
So. Wilmington, A.....	2.85		11	
So. Wilmington, Asst. A. & O.....	2.45		*10	
Wilmington, A. & O.....	2.65		9	
Wilmington, C. & O.....	2.35		9	
Silver Lake, A.....	2.05		12	
East Billerica, A. & O.....	2.50		12	
Billerica Shop, C. & O.....	2.70		*9	
North Billerica, A. & O.....	2.35		11	
North Billerica, Asst. A. & O.....	2.35		10½	
Bleachery, A.....	2.05		12	
Lowell (passenger), O. 1st trick.....	2.70		8	
Lowell (passenger), O. 2d trick.....	2.70		8	
Lowell (passenger), O. 3d trick.....	2.70		8	
Lowell (freight), C. & O.....	2.40		11	
North Chelmsford, A. & O.....	3.15		11½	
North Chelmsford, C. & O.....	2.60		12	
Tyngsboro, A. & O.....	2.60		12	
Thornton's Ferry, A. & O.....	2.65		12	
Merrimack, A. & O.....	2.55		12	
Reeds Ferry, A. & O.....	2.55		12	
Goffs Falls, A. & O.....	2.55		12	
Manchester, O. 1st trick.....	2.70		8	
Manchester, O. 2d trick.....	2.70		8	
Hooksett, A. & O.....	3.10		12	
Suncook, A. & O.....	3.65		12	
Suncook, C. & O.....	2.50		11½	
Concord (Supt's office), C & O.....	2.85		9	
Concord (passenger), O.....	2.75		9	
Concord (passenger), O.....	2.65		9	
Concord (frt. yd. off.), C. & O.....	2.70		(3)9	
Penacook, A.....	3.45		12	
Penacook, C. & O. 1st trick.....	2.65		8	
Penacook, C. & O. 2d trick.....	2.35		8	
Boscawen, A. & O.....	2.50		12	
Gerrish, A. & O.....	2.50		12	
Franklin Jct., T. A. & O.....	2.75		12	
Franklin, T. A. & O. 1st trick.....	2.80		8	
Franklin, O. 2d trick.....	2.45		8	
Franklin, O. 3d trick.....	2.40		8	
Halcyon, A. & O.....	2.45		12	
Andover, A. & O.....	2.50		12	
Potter Place, A.....	2.60		10	
Potter Place, C. & O. 1st trick.....	2.50		8	
Potter Place, C. & O. 2d trick.....	2.35		8	
Potter Place, C. & O. 3d trick.....	2.35		8	
Gale, A. & O.....	2.70		12	
Converse, A. & O.....	2.50		12	
Danbury, A. & O.....	2.70		12	
Grafton, A. & O.....	2.55		12	
Cardigan, A. & O.....	2.50		12	
Canaan, A.....	2.55		12	
Canaan, C. & O. 1st trick.....	2.50		8	
Canaan, C. & O. 2d trick.....	2.40		8	
Canaan, C. & O. 3d trick.....	2.40		8	
Pattee, A. & O.....	2.50		12	
Enfield, A. & O.....	2.30		*11¼	
Enfield, C. & O.....	2.50		11¼	
Mascoma, A. & O.....	2.50		9½	
Mascoma & Pattee, C. & O.....	2.25		*12	
Lebanon, A.....	3.55		11¼	
Lebanon, C. & O. 1st trick.....	2.45		10	
Lebanon, C. & O. 2d trick.....	2.35		10	
Westboro, Asst. Agt.....	3.00		12	
Westboro, C. & O. 1st trick.....	2.65		8	

SCHEDULES AND WAGE SCALES.

Station and Position.	Rate		Hours	
	Per Day.	Per Day.	Per Day.	Per Day.
Westboro, C. & O., 2d trick.....	\$2.60		8	
Westboro, C. & O. 3d trick.....	2.50		8	

Central Mass. Branch.

Waverley, A. & O.....	\$2.85	12
Waltham (north), A.....	3.60	10
Waltham (north), C. & O. 1st trick.....	*8	
Waltham (north), C. & O. 2d trick.....	2.40	8
Waltham (north), C. & O. 3d trick.....	2.35	8
Waltham Highlands, A.....	2.40	12
Weston, A. & O.....	2.80	12
Wayland, A. & O.....	2.90	10
Wayland, Asst. A. & O.....	2.35	10
So. Sudbury (joint), C. & O. (3).....	17.90wk.	9
Gleason Jct., O. 1st trick.....	2.40	10
Gleason Jct., O. 2d trick.....	2.35	10
Hudson, A. & O.....	3.20	11
Hudson, T. A. & O.....	2.70	12
Berlin, A. & O.....	2.75	12
Reservoir Switch, D. O.....	2.40	12
Oakdale, A. & O.....	3.40	12
Oakdale, T. A. & O. 1st trick.....	2.85	8
Oakdale, C. & O. 2d trick.....	2.60	8
Oakdale, C. & O. 3d trick.....	2.50	8
Quinapoxet, A. & O.....	2.60	12
Jefferson, A. & O.....	2.90	12
Rutland, A. & O.....	2.60	8
Rutland, C. & O. 2d trick.....	2.45	8
Rutland, C. & O. 3d trick.....	2.45	8
West Rutland, A. & O.....	2.50	12
Coldbrook, A. & O.....	2.55	11½
Barre, A.....	2.55	12
Barre Plains, A. & O.....	2.65	9
Barre Plains, C. & O.....	2.35	9
Wheelwright, A. & O.....	2.65	12
New Braintree, A. & O.....	2.60	11½
Gilbertville, A. & O.....	2.65	12
Ware, F. A.....	3.60	11½
Ware, C. & O. 1st trick.....	2.70	8
Ware, C. & O. 2d trick.....	2.50	8
Ware, C. & O. 3d trick.....	2.50	8
Bondsville, A. & O.....	2.85	9
Bondsville, Asst. A. & O.....	2.40	*9
Norwottuck, A. & O.....	2.60	11½
Amherst, A.....	3.60	12
Amherst, C. & O. 1st trick.....	2.50	9
Amherst, C. & O. 2d trick.....	2.40	*9
Hadley, A. & O.....	2.85	12

Lexington Branch.

Somerville H'l'd's, A. & O.....	\$2.65	8¾
West Somerville, A. & O.....	2.75	8½
West Somerville, Asst. Agt. & O.....	2.40	*8
North Cambridge, A. & O.....	2.90	8
North Cambridge, O. 2d trick.....	2.45	8
North Cambridge, O. 3d trick.....	2.40	8
Lake Street, A.....	2.20	*12
Arlington, A.....	3.40	11
Arlington, C. & O. 1st trick.....	2.50	*9
Arlington, C. & O. 2d trick.....	2.35	*9
Arlington Heights, A.....	2.40	12
East Lexington, A.....	2.10	*12
Lexington, A.....	3.65	11
Lexington, C. & O. 1st trick.....	2.50	*10
Lexington, C. & O. 2d trick.....	2.40	*8
Bedford, A. & O.....	2.60	*9
Bedford, C. & O.....	2.85	*8
Concord, A. & O.....	2.65	*12
Reformatory, A. & O.....	2.65	*12
Billerica, A. & O.....	2.35	12

Stoneham Branch.

Stoneham, A.....	\$3.40	11
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Station and Position.	Rate		Hours	
	Per Day.	Per Day.	Per Day.	Per Day.
Stoneham, C. & O. 1st trick.....	\$2.50		*10	
Stoneham, C. & O. 2d trick.....	2.40		*12	

Lawrence Branch.

Tewksbury Center, A. & O.....	\$2.85	11¾
Tewksbury Jct., A. & O.....	2.75	12

Salem Branch.

North Reading, A. & O.....	\$2.55	11¼
South Middleton, A. & O.....	2.55	*11

Stony Brook Branch.

West Chelmsford, A. & O.....	\$2.40	12
Westford, A. & O. 1st trick.....	2.40	8
Westford, C. & O. 2d trick.....	2.35	8
Westford, C. & O. 3d trick.....	2.35	8
Graniteville, A. & O. 1st trick.....	2.50	8
Graniteville, C. & O. 2d trick.....	2.35	8
Graniteville, C. & O. 3d trick.....	2.35	8
Forge Village, A. & O. 1st trick.....	2.50	8
Forge Village, C. & O. 2d trick.....	2.35	8
Forge Village, C. & O. 3d trick.....	2.35	8
Flanagan's Crossing, O. 1st trick.....	2.35	8
Flanagan's Crossing, O. 2d trick.....	2.35	8
Flanagan's Crossing, O. 3d trick.....	2.35	8

Portsmouth Branch.

Massabesic, A. & O.....	\$2.50	12
Auburn, A. & O.....	2.50	*12
Candia, A. & O.....	2.55	12
East Candia, A. & O.....	2.45	*12
Raymond, A. & O.....	2.70	11
Raymond, C. & O.....	2.45	*11½
Hedding, A. & O.....	2.55	10½
Stratham, A. & O.....	2.50	*11¼
Greenland Village, A. & O.....	2.50	*12

Suncook Valley Branch.

Epsom, A. & O.....	\$2.40	12
Chichester, A.....	1.70	12
Pittsfield, A. & O.....	3.15	10
Pittsfield, Asst. A. & O.....	2.50	*11
Centre Barnstead, A. & O.....	2.65	12

Claremont Branch.

Garrison, A. & O.....	\$2.50	12
Contoocook, A. & O.....	2.45	10
Contoocook, Asst. A. & O.....	2.40	10
Warner, A. & O.....	2.45	12
Waterloo, A. & O.....	2.45	12
Roby, A. & O.....	2.50	*12
Bradford, A. & O.....	2.35	10
Bradford, Asst. A. & O.....	2.35	*10
Newbury, A. & O.....	2.70	12
Lake Sunapee (S), A. & O.....	2.45	12
Lake Sunapee (S), Asst. A. & O.....	2.40	12
Edgemont, A. & O.....	2.40	12
Sunapee Depot, A. & O.....	2.35	10
Sunapee Depot, C. & O.....	2.35	*10
Newport, A. & O.....	3.55	11
Newport, C. & O. 1st trick.....	2.50	10
Newport, C. & O. 2d trick.....	2.35	*10
Northville, A. & O.....	2.40	12
Claremont, T. A. & O.....	2.95	11¼
Hill, A. & O.....	2.50	*12½

Bristol Branch.

Bristol, A. & O.....	\$3.50	*12
Bristol, C. & O.....	2.65	*12

Franklin and Tilton Branch.

Franklin Falls, T. A. & O.....	\$2.70	12
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FITCHBURG DIVISION.

Main Line.

Station and Position.	Rate Per Day.	Hours Per Day.
Boston ("JD" office), O.....	\$2.85	2(9)
Boston (Enginehouse), C. & O.....	2.65	10
Union Square, A.....	2.70	12
Union Square, C. & O.....	2.45	*10½
Cambridge, F. A.....	27.46	wk. *11
Cambridge, T. A. & O.....	3.10	12
Cambridge, C. & O.....	2.45	11¾
Hill Crossing, A.....	2.50	12
West Cambridge, A.....	2.35	12
Belmont, A. & O.....	2.30	12
Waverley, A. & O.....	2.70	12
Waltham, T. A.....	2.90	8½
Riverview, A.....	2.30	11¾
Roberts, A. & O.....	2.90	10h35m
Stony Brook, A. & O.....	2.55	12
Kendal Green, A. & O.....	2.55	12
Lincoln, A. & O.....	2.95	9
Lincoln, C. & O.....	2.55	9
Concord, A.....	3.70	10
Concord, C. & O.....	2.65	11
Concord, C. & O.....	2.50	12
Concord Jct. (Jt.), T. A. & O.....	2.957	10½
Concord Jct. (Jt.), C. & O.....	2.866	*11½
South Acton, A.....	3.30	*11
South Acton, C. & O.....	2.45	10½
West Acton, A. & O.....	2.60	11'35"
West Acton, C. & O.....	2.50	*12
Littleton, A. & O.....	2.55	12
Littleton, C. & O.....	2.40	*12
Shirley, A. & O.....	2.70	12
Shirley, C. & O.....	2.70	10½
North Leominster, A. & O.....	3.45	*11
North Leominster, C. & O.....	2.80	12
E. Fitchburg (freight), O. 1st trk.	2.85	8
E. Fitchburg (freight), O. 2d trk.	2.85	8
E. Fitchburg (freight), O. 3d trk.	2.85	8
Fitchburg, O. 1st trk.....	2.85	8
Fitchburg, O. 2d trk.....	2.85	8
Fitchburg, O. 3d trk.....	2.85	8
West Fitchburg, A. & O.....	3.20	12
Wachusett, A. & O.....	3.10	12
Westminster, A. & O.....	2.90	10
Westminster, C. & O.....	2.35	(2)8
So. Ashburnham, O. 1st trk.....	2.45	8
So. Ashburnham, O. & S., 2d trk.	2.70	8
So. Ashburnham, O. & S., 3d trk.	2.70	8
Gardner, T. A.....	3.20	10
Otto River, A.....	2.65	10½
Baldwinville, A.....	3.40	12
Baldwinville, O., 1st trk.....	2.50	8
Baldwinville, O., 2d trk.....	2.40	8
Baldwinville, O., 3d trk.....	2.40	8
Royalston, A. & O.....	2.80	8
Royalston, C. & O.....	2.40	8
Athol, O., 1st trk.....	2.45	8
Athol, O., 2d trk.....	2.45	8
Athol, O., 3d trk.....	2.45	8
Orange, C. & O.....	2.55	12
Wendell, A. & O.....	2.70	12
Erving, A. & O.....	2.80	9
Erving, C. & O., 2d trk.....	2.40	9
Erving, C. & O., 3d trk.....	2.40	9
Farley, A. & O.....	2.65	12
Millers Falls, C. & O., 1st trk.....	2.50	9
Millers Falls, C. & O., 2d trk.....	2.45	9
Millers Falls, C. & O., 3d trk.....	2.45	9
Montague, A. & O.....	2.55	12
Lake Pleasant (S), A. & O.....	2.35	12
East Deerfield, O.....	2.75	9
East Deerfield, O., 1st trk.....	2.85	8
East Deerfield, O., 2d trk.....	2.85	8

Station and Position.

Rate Hours
Per Per
Day. Day.

East Deerfield, O., 3d trk.....	\$2.85	8
East Deerfield (E. Hse.), O.....	2.55	10
Greenfield, O.....	2.90	(3)8
Greenfield, C. & O.....	2.90	9
Greenfield, C. & O.....	3.20	11
South River, A. & O.....	2.60	12
Bardwell, A. & O.....	2.60	12
Shelburne Falls, T. A. & O.....	2.85	9
Shelburne Falls, A. T. A. & O.....	2.45	9
Buckland, A. & O.....	2.85	11
Charlemont, A.....	3.15	12
Charlemont, C. & O., 1st trk.....	2.60	8
Charlemont, C. & O., 2d trk.....	2.45	8
Charlemont, C. & O., 3d trk.....	2.45	8
Zoar, A. & O.....	2.50	12
Hoosac Tunnel, A. & O.....	2.60	11½
N. Adams, C. & O.....	2.60	(2)10
Blackinton, A. & O.....	2.65	12
Williamstown, A.....	3.65	12
Williamstown, O., 1st trk.....	2.65	8
Williamstown, O., 2d trk.....	2.65	8
Williamstown, O., 3d trk.....	2.65	8
Pownal, A. & O.....	2.85	12
North Pownal, A. & O.....	2.70	12
Petersburgh Jct., A.....	2.60	10½
Hoosick, A. & O.....	2.60	12
Hoosick Falls, T. A. & O.....	2.80	10'3"
Hoosick Jct., A. & O.....	2.85	8
Hoosick Jct., C. & O.....	2.50	8
Hoosick Jct., C. & O.....	2.50	8
Eagle Bridge, A.....	2.90	8
Eagle Bridge, C. & O., 1st trk.....	2.60	8
Eagle Bridge, C. & O., 2d trk.....	2.50	8
Eagle Bridge, C. & O., 3d trk.....	2.40	8
Buskirk, A. & O.....	2.55	10
Johnsonville, A.....	2.90	11
West Valley Falls, A. & O.....	2.55	12
Schaghticoke, A. & O.....	3.15	11
Schaghticoke, C. & O.....	2.45	8
Reynolds, A. & O.....	2.40	11½
Mechanicville, C. & O.....	2.85	12
Mechanicville, C. & O.....	2.70	12
Mechanicville (E. Hse.), C. & O.....	2.40	9½
Scotia, A. & O.....	2.65	12
Rotterdam, O., 1st trk.....	2.85	8
Rotterdam, O., 2d trk.....	2.85	8
Rotterdam, O., 3d trk.....	2.85	8
Valley Falls, A. & O.....	2.55	12
East Schaghticoke, A. & O.....	2.55	10'55"
Melrose, A. & O.....	2.55	12
Lansingburgh, A. & O.....	2.60	12
Troy (freight), C. & O.....	2.45	11

Turners Falls Branch.

Turners Falls, A. & O.....	\$3.80	*11½
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Bennington Branch.

North Hoosick, A. & O.....	\$2.50	10%
Walloomsac, A. & O.....	2.35	10%
White Creek, A. & O.....	2.85	11½
White Creek, C. & O.....	2.50	11½

Watertown Branch.

Union Market, A.....	\$3.95	11
Union Market, T. A. & O.....	2.65	12
Watertown, T. A.....	2.55	12
East Watertown, A.....	2.35	12
Bemis, A.....	3.20	11'5"
Bleachery, Agt.....	2.10	*12

Marlboro Branch.

Maynard, A. & O.....	\$3.20	12
Maynard, C. & O.....	2.55	10%

† Six day jobs, but alternate working Sundays.

Station and Position.	Rate		Hours	
	Per	Per	Per	Per
	Day.	Day.	Day.	Day.
Hudson, A.....	\$3.20		11	
Hudson, C. & O.....	2.40		10½	
Marlboro, A.....	3.50		12	
Marlboro, C. & O.....	2.45		10½	
Gleasondale, A.....	2.35		12	

Greenville and Milford Branches.

Pepperell, A.....	\$3.35		11½	
Pepperell, C. & O.....	2.55		*11½	
No. Pepperell, A.....	1.95		*11½	
Brookline, A. & O.....	2.70		12	
West Groton, A. & O.....	2.80		*12	
Townsend Harbor, A. & O.....	2.55		12	
Townsend, A. & O.....	2.70		12	
West Townsend, A.....	2.35		12	
Greenville, A. & O.....	3.10		*12	

Cheshire Branch.

Heywood, A. & O.....	\$3.10		11	
Naukeag, A. & O.....	2.35		*11½	
Winchendon, A.....	3.55		11	
Winchendon, O., 1st trick.....	2.50		8	
Winchendon, O., 2d trick.....	2.45		9	
Winchendon, O., 3d trick.....	2.45		10	
State Line, A. & O.....	2.35		12	
Fitzwilliam, A. & O.....	2.55		12	
Fitzwilliam, C. & O.....	2.45		12	
Troy, N. H., A. & O.....	2.55		10	
Troy, N. H., C. & O.....	2.50		10	
Webb, A. & O.....	2.55		12	
Joslin, A. & O.....	2.65		12	
Keene, O., 1st trick.....	2.45		8	
Keene, O., 2d trick.....	2.45		8	
Keene, O., 3d trick.....	2.45		8	
Gilboa, A. & O.....	2.45		12	
Westmoreland, A. & O.....	2.40		12	
Walpole, A. & O.....	2.80		10½	

Saratoga and Schuylerville Branches.

Saratoga Springs, T. A. & O.....	\$2.60		11	
Schuylerville, A. & O.....	3.20		11½	

W., N. & P. DIVISION.**Main Line.**

Station and Position.	Rate		Hours	
	Per	Per	Per	Per
	Day.	Day.	Day.	Day.
Worcester (Linc. Sq.), T. A. & O.....	\$2.90		12	
West Boylston, A.....	2.45		12	
Sterling Jct., A. & O.....	2.90		10	
Sterling Jct., A. A. & O.....	2.60		10	
Sterling Jct., N. O. & S.....	2.60		10	
East Switch, D. O. & S.....	2.40		12	
Clinton, T. A. & O.....	2.90		8	
Clinton, A. T. A. & O.....	2.90		8	
Thayer, A. & O.....	2.90		12	
Lancaster, A. & O.....	2.90		12	
Still River, A. & O.....	2.45		12	
Harvard, A. & O.....	2.45		12	
Ayer (passenger), O., 1st trick.....	2.35		*9	
Ayer (passenger), O., 2d trick.....	2.35		9	
Ayer (passenger), O., 3d trick.....	2.70		8	
Ayer (passenger), O., 4th trick.....	2.70		8	
Ayer (Y. M. Of.), C. & O., 1st trk.....	2.70		8	
Ayer (Y. M. Of.), C. & O., 2d trk.....	2.70		8	
Ayer (Y. M. Of.), C. & O., 3d trk.....	2.70		8	
Groton, A. & O.....	3.10		10	
Groton, A. A. & O.....	2.70		*10	
Pepperell, A. & O.....	3.60		10	
Pepperell, A. A. & O.....	2.70		*10	
Hollis, A. & O.....	2.55		12	
Nashua, Main St., T. A.....	2.80		12	

Station and Position.	Rate		Hours	
	Per	Per	Per	Per
	Day.	Day.	Day.	Day.
Nashua (East Yard), C. & O. 1st	\$2.70		8	
Nashua (East Yard), C. & O., 2d..	2.70		8	
Nashua (East Yard), C. & O., 3d..	2.70		8	
Nashua (Dis. Office), O.....	3.00		*10	
Nashua (Dis. Office), O.....	3.00		*10	
Nashua U. Sta., T. A. & O.....	3.00		8	
Nashua U. Sta., A. T. A. & O.....	2.75		8	
Nashua (freight), C. & O.....	2.45		*10	
Anderson, A. & O.....	2.55		10½	
Hampstead, A. & O.....	2.55		10½	
Sandown, A. & O.....	2.55		10½	
Fremont, A. & O.....	2.90		10½	
Epping, A.....	2.90		12	
Epping, T. A.....	2.55		11½	
Epping, C. & O., 1st trick.....	2.55		8	
Epping, C. & O., 2d trick.....	2.55		8	
Epping, C. & O., 3d trick.....	2.45		8	
Lee, A. & O.....	2.65		11	
Barrington, A. & O.....	2.45		12	
West Gonic, A. & O.....	2.55		11	
Rindgemere, A. & O.....	2.40		12	
Eastwood, A. & O.....	2.40		12	
Sanford & Springvale, A.....	3.45		*10	
T. A. & O., 1st trick.....	2.90		8	
A. T. A. & O., 2d trick.....	2.55		8	
C. & O., 3d trick.....	2.35		8	
Alfred, A. & O.....	2.80		12	
Waterboro, A. & O.....	2.65		12	
Wescott, A. & O.....	2.40		12	
Bradbury, A. & O.....	2.65		12	
Bar Mills, A. & O.....	2.90		10	
Bar Mills, C. & O.....	2.50		*10	
Buxton, A.....	2.20		12	
Gorham, A. & O.....	2.90		11½	

Keene Branch.

Nashua City, T. A. & O.....	\$2.80		12	
South Merrimack, A. & O.....	2.50		12	
Ponemah, A. & O.....	2.50		12	
Milford, A. & O.....	3.85		11	
Milford, C. & O.....	2.60		12	
Milford, T. A. & O.....	2.60		*12	
Wilton, A. & O.....	3.40		11	
Wilton, C. & O.....	2.60		*11	
South Lyndeboro, A. & O.....	2.30		11½	
Greenfield, A. & O.....	2.80		12	
Elmwood, A. & O.....	2.70		12	
Hancock, A. & O.....	2.40		*12	
Eastview, A. & O.....	2.45		*12	
Harrisville, A. & O.....	2.75		*12	
Marlboro, A. & O.....	2.80		*12	

Acton Branch.

Otterson Street, T. A. & C. W.....	\$1.95		*12	
Dunstable, A. & O.....	2.40		*12	
West Graniteville, A. & O.....	2.65		*12	
East Littleton, A. & O.....	2.55		*12	
North Acton, A. & O.....	2.55		*12	

North Weare Branch.

Grasmere, A. & O.....	\$2.55		11½	
Goffstown, A. & O.....	2.60		11½	
Parker, A. & O.....	2.60		12	
New Boston, A. & O.....	2.65		*12	
Riverdale, A. & O.....	2.50		12	
East Weare, A. & O.....	2.45		12	
North Weare, A. & O.....	2.60		12	

Manchester and Milford Branch.

Bedford, N. H., A. & O.....	\$2.55		*11	
Amherst, N. H., A. & O.....	2.50		*11	

Worcester and Hillsboro Branch.

Station and Position.	Rate		Hours	
	Per	Per	Day.	Day.
Bennington, A. & O.....	\$2.60	12		
Antrim, A. & O.....	3.20	11		
Antrim, C. & O.....	2.60	*12		
Hillsboro, A. & O.....	3.35	*12		
Hillsboro, C. & O.....	2.55	12		
Henniker, A. & O.....	2.45	*12		
Henniker, C. & O.....	2.50	12		
Holden, A. & O.....	2.55	12		
Jefferson, A. & O.....	2.55	12		
Brooks, A. & O.....	2.55	12		
Princeton, A. & O.....	2.55	12		
Hubbardston, A. & O.....	2.55	12		
West Rindge, A.....	2.20	12		
East Jaffrey, A. & O.....	2.80	12		
East Jaffrey, C. & O.....	2.55	*11		
Peterboro, A. & O.....	3.20	11½		
Peterboro, C. & O., 1st trick.....	2.55	10		
Peterboro, C. & O., 2d trick.....	2.40	*10		

WHITE MOUNTAINS DIVISION.**Main Line.**

Station and Position.	Rate		Hours	
	Per	Per	Day.	Day.
Eastside, A. & O.....	\$2.55	10		
Eastside, C. & O.....	2.35	*10		
Canterbury, A. & O.....	2.45	12		
Northfield, A. & O.....	2.55	12		
Tilton, A.....	3.65	*12		
Tilton, C. & O.....	2.55	10		
Tilton, C. & O.....	2.40	10		
Tilton, C. & O.....	2.35	10		
Lochmere, A. & O.....	2.55	10		
Laconia, A.....	3.32	12		
Laconia, T. A. & O.....	3.20	10		
Laconia, C. & O.....	2.40	10		
Lakeport, A.....	3.70	12		
Lakeport, T. A. & O.....	2.95	10		
Lakeport, C. & O.....	2.50	10		
Lakeport, C. & O.....	2.45	10		
Weirs, A. & O.....	3.00	12		
Weirs (S), C. & O.....	2.80	10		
Weirs (S), C. & O.....	2.35	*10		
Meredith, A.....	3.15	12		
Meredith, C. & O.....	2.50	10		
Meredith, C. & O.....	2.35	*10		
Meredith, C. & O.....	2.35	*10		
Winona, A. & O.....	2.55	*12		
Ashland, A.....	3.50	*12		
Ashland, C. & O.....	2.50	10		
Ashland, C. & O.....	2.35	*10		
Plymouth, A.....	3.98	12		
Plymouth, T. A. & O.....	3.15	10		
Plymouth, C. & O.....	2.60	10		
Plymouth, C. & O.....	2.40	10		
Rumney, A. & O.....	2.55	11		
Swainboro, A. & O.....	2.55	11		
Wentworth, A. & O.....	2.65	10		
Wentworth, C. & O.....	2.35	10		
Wentworth, C. & O.....	2.35	10		
Warren, A. & O.....	2.85	12		
Glenciff, A. & O.....	2.50	10		
Glenciff, C. & O.....	2.35	10		
Glenciff, C. & O.....	2.35	10		
Oliverian, A. & O.....	2.65	12		
Pike, A.....	1.10	*12		
Haverhill, A. & O.....	2.55	12		
Blackmount, A. & O.....	2.55	12		
Woodsville (Supt's Off.), C. & O.....	2.35	10		
Woodsville (Supt's Off.), C. & O.....	2.70	*10		
Woodsville, A.....	3.65	*12		
Woodsville, T. A.....	2.65	12		
Woodsville (yard), C. D. & O.....	2.55	9		
Bath, A. & O.....	2.50	12		

Station and Position.

Station and Position.	Rate		Hours	
	Per	Per	Day.	Day.
Lisbon, A. & O.....	\$3.65	*10		
Lisbon, C. & O.....	2.55	10		
Sugar Hill (S), A. & O.....	2.65	12		
Littleton, A.....	3.65	12		
Littleton, C. & O.....	2.35	10		
Littleton, T. A. & O.....	2.70	*10		
Wing Road, A. & O.....	2.65	*12		
Wing Road (S), C. & O.....	2.40	10		
Whitefield Jct., C. & O.....	2.40	*12		
Scott, A. & O.....	2.90	12		
Lancaster, A. & O.....	3.65	12		
Northumberland, A. & O.....	2.50	12		
Groveton, A. & O.....	3.70	*12		

Mount Washington Branch.

Bethlehem Jct., A. & O.....	\$2.60	*12
Bethlehem Jct. (S), C. & O.....	2.40	*10
Twin Mountain, A. & O.....	2.50	*12

Pemigewasset Valley Branch.

Campton, A. & O.....	\$2.55	*12
West Thornton, A. & O.....	2.55	*12
Woodstock, A. & O.....	2.60	*12
North Woodstock, A. & O.....	3.20	12
North Woodstock (S), C. & O.....	2.35	*12
Lincoln, A. & O.....	3.35	12

Whitefield and Jefferson Branch.

Whitefield, A. & O.....	\$3.80	12
Whitefield, C. & O.....	2.55	*12
Cherry Mountain, A. & O.....	2.90	11
Cherry Mountain (S), C. & O.....	2.35	*10
Highlands, A.....	2.10	*12
Bowman, A. & O.....	2.45	*12
Randolph, A. & O.....	2.55	*12
Gorham, A. & O.....	2.55	12
Berlin, T. A. & O.....	2.65	*12
Berlin, C. & O.....	2.40	*10
Maplewood (S), A.....	2.90	12
Bethlehem (S), A.....	3.45	12
Jefferson (S), A. & O.....	3.20	12

CONNECTICUT AND PASSUMPSIC DIVISION.**(South)****Main Line.**

Station and Position.	Rate		Hours	
	Per	Per	Day.	Day.
Springfield (Dis. Office), C. & O.				
1st trick.....	\$2.90	8		
2d trick.....	2.90	8		
3d trick.....	2.75	8		
Springfield (freight), C. & O.....	2.80	*10		
Brightwood, A.....	3.60	*10½		
Chicopee Jct., A.....	3.70	*10		
Chicopee Jct., T. A. & O.....	2.90	12		
Williamsett, A.....	2.85	*9½		
Mt. Tom, A. & O.....	3.10	10½		
Mt. Tom, C. & O.....	2.50	*11½		
Northampton, T. A.....	26.70	wk 11		
Northampton (Pass.), C. & O.....	2.55	9		
Northampton, O. NO Tower.....	2.75	10		
Hatfield, A.....	2.75	12		
North Hatfield, A. & O.....	2.85	12		
Whately, A.....	2.06	12		
South Deerfield, A. & O.....	3.15	12		
South Deerfield, C. & O.....	2.45	*11½		
Deerfield, A. & O.....	2.60	12		
Silver Street, O. & S.....	2.55	8		
Silver Street, O. & S.....	2.55	8		
Silver Street, O. & S.....	2.55	8		
Bernardston, A. & O.....	2.85	10		
Bernardston, C. & O.....	2.35	10		
Mt. Hermon, A.....	2.20	*12		

SCHEDULES AND WAGE SCALES.

Station and Position.	Rate		Hours	
	Per Day.	Per Day.	Per Day.	Per Day.
East Northfield, A.....	\$3.90	*11		
East Northfield, C. & O., 1st Trick	2.75	9		
East Northfield, C. & O., 2d Trick	2.50	9		
East Northfield, C. & O., 3d Trick	2.35	9		
East Northfield (freight), C. & O.	2.80	*11		
Dole Jct., O. & S.....	2.55	12		
Brattleboro, O.....	2.40	8		
Dummerston, A. & O.....	2.60	11		
Putney, A. & O.....	3.00	9		
Putney, C. & O.....	2.60	9		
Putney, C. & O.....	2.50	9		
East Putney, A. & O.....	2.60	12		
Westminster, A. & O.....	2.55	12		
Bellows Falls (passenger), D. O.....	2.60	10		
So. Charlestown, A.....	1.90	12		
Charlestown, A. & O.....	3.10	12		
North Charlestown, A. & O.....	2.35	12		
Claremont Jct., A. & O.....	3.10	*10		
Claremont Jct., C. & O. 1st Trick	2.65	9		
Claremont Jct., C. & O. 2d Trick	2.55	9		
Claremont Jct., C. & O., 3d Trick	2.55	9		

Easthampton Branch.

Easthampton, A.....	\$3.95	*11
Easthampton, C. & O.....	2.61½	12

Ashuelot Branch.

Hinsdale, A. & O.....	\$3.20	12
Hinsdale, C. & O.....	2.45	*12
Ashuelot, A. & O.....	2.90	9½
Ashuelot, C. & O.....	2.45	*10
Winchester, A. & O.....	3.10	12
Winchester, C. & O.....	2.40	*12
West Swanzey, A. & O.....	2.90	12
West Swanzey, C. & O.....	2.45	*12

CONNECTICUT AND PASSUMPSIC DIVISION.

(North.)

Main Line.

Station and Position.	Rate		Hours	
	Per Day.	Per Day.	Per Day.	Per Day.
Lyndonville (Supt's Office), O.				
1st Trick.....	\$2.70	8		
2d Trick.....	2.70	8		
3d Trick.....	2.70	8		
White River Jct., O 1st Trick....	2.70	8		
White River Jct., O 2d Trick....	2.70	8		
White River Jct., O 3d Trick....	2.55	8		
Wildor, A. & O.....	2.85	10		
Wildor, C. & O.....	2.35	*10		
Norwich, T. A. & O. 1st trick....	2.85	8		
Norwich, O. 2d trick.....	2.45	8		
Norwich, O. 3d trick.....	2.35	8		
Norwich, F. A.....	2.60	*10		
Pompanoosuc, A. & O.....	2.65	12		

Station and Position.	Rate		Hours	
	Per Day.	Per Day.	Per Day.	Per Day.
Thetford, A. & O.....	\$2.65	12		
Northboro, A. & O.....	2.40	12		
Ely, A. & O.....	2.40	9		
Ely, O. 3d trick.....	2.35	9		
Fairlee, A. & O.....	2.40	12		
Fairlee (S), C. & O.....	2.35	12		
Piermont, A.....	1.80	*12		
Bradford, A. & O.....	3.15	8		
Bradford, C. & O.....	2.35	8		
Bradford, C. & O.....	2.35	*8		
Conicut, A. & O.....	2.50	12		
Newbury, A. & O.....	2.50	12		
Wells River, A.....	3.50	*8		
Wells River (freight), C. & O.....	2.50	*10		
Wells River, T. A. & O. 1st trick.	2.70	8		
Wells River, O. 2d trick.....	2.70	8		
Wells River, O. 3d trick.....	2.55	8		
East Ryegate, A. & O.....	2.55	12		
McIndoes, A. & O.....	2.50	12		
Barnet, A. & O.....	2.55	12		
Inwood, A.....	2.10	12		
Passumpsic, A. & O.....	2.65	12		
St. Johnsbury, F. A.....	3.75	10		
St. Johnsbury, T. A. & O.....	2.85	*10		
St. Johnsbury, O. 1st trick.....	2.65	8		
St. Johnsbury, O. 2d trick.....	2.65	8		
St. Johnsbury, O. 3d trick.....	2.60	8		
Centerville, A. & O.....	2.40	*12		
Lyndon, A.....	1.81	*12		
Lyndonville, T. A.....	2.60	10		
Lyndonville, F. A.....	2.87	*10		
West Burke, A. & O.....	2.40	12		
Sutton, A.....	2.00	*12		
Summit, O. 1st trick.....	2.35	8		
Summit, O. 2d trick.....	2.35	8		
Summit, O. 3d trick.....	2.35	8		
Willoughby, A. & O.....	2.50	12		
Barton, T. A. & O. 1st trick.....	2.30	8		
Barton, O. 2d trick.....	2.35	8		
Barton, O. 3d trick.....	2.35	8		
Barton, F. A. & O.....	2.80	*10		
Orleans, A.....	3.10	*10		
Orleans, C. & O.....	2.50	12		
Coventry, A. & O.....	2.50	*12		
Newport, T. A.....	3.10	9		
Newport, O. 1st trick.....	2.70	8		
Newport, O. 2d trick.....	2.70	8		
Newport, O. 3d trick.....	2.65	8		
Beebe Jct., A. & O.....	2.80	12		
Beebe Jct., C. & O.....	2.55	*12		
Smiths Mills, A. & O.....	2.40	12		
Ayers Cliff, A. & O.....	2.60	12		
North Hatley, A. & O.....	2.60	12		
Capelton, A. & O.....	2.90	12		
Lennoxville, A. & O.....	2.90	*10		
Sherbrooke, T. A. & O.....	3.15	12		
Sherbrooke, N. O.....	2.60	12		
Rock Island, A. & O.....	3.45	12		
Stanstead, A. & O.....	2.55	12		

Boston & Albany Railroad

(N. Y. C. R. R. Co., Lessee)
Boston, Mass., July 28, 1917.

RULE I.

Effective July 28, 1917, the following rules will govern the employment of employees mentioned in the second paragraph.

RULE II.

Any employee required to perform the duties of a telegrapher, whether termed agent,

relief agent, assistant agent or clerk, agents who are not required to telegraph, as shown in wage schedule, telephone operators, directors, signalmen, relief signalmen, levermen connected with movement of trains, shall be governed by the provisions of this schedule.

RULE III.

Employees shall not be disciplined or discharged without just cause, if suspended pending investigation it shall be held within seven (7) days from date of suspension, and in case any employee is disciplined or discharged for reasons for which he may consider unjust, he shall have the right to take the matter up with his immediate superior official; failing to adjust the matter he may call upon the Committee representing the employees to represent him. In case he is dissatisfied with the result of the investigation, he shall have the right to appeal his case in the regular order to the highest operating official of the company; when not found at fault he shall be allowed to resume his duties and be paid for the time lost and his record to remain as previously thereto. Employees shall be notified of cause and length of suspension.

The right to appeal from any decision as to discipline, discharge or application of rules of this schedule, must be exercised within fifteen (15) days from date of decision, this rule to apply on each successive appeal.

RULE IV.

Employees are in line for positions or for promotion. Other things being equal, length of service will govern in selection of men for positions or for promotion, but the character of the service to be performed, efficiency and faithful discharge of duty will in every case be considered, and the man who, in the judgment of the employing official, will render the most efficient service and insure the highest degree of safety will be given position bid or applied for, or for promotion. Any doubt as to ability of senior applicant, an examination of such applicant will be given. This rule will apply in laying off and re-employing employees in case of fluctuating business.

RULE V.

When vacancies occur or new positions are created, except agencies, paying more than twenty-eight dollars (\$28.00) per week, exclusive of all commissions, the Superintendent of the division shall within five (5) days notify each employee on his division, who may within seven (7) days from date of notification file application for the position so advertised.

At the end of seventeen (17) days from the date of notification the appointment and assignment will be made.

Any employee will have the privilege of sending to his Superintendent a list of all the positions for which he desires to be considered an applicant.

Employees holding a position where telegraph service is not required shall not lose their roster standing privileges for bidding for other positions.

Employees not covered by Rule II will not be considered eligible to bid on positions covered by this agreement. At Towers 40 and 41, a vacancy having no bidders, lampmen at these two towers may be assigned to the vacancy. Seniority rights of lampmen will begin with date of assignment and apply only to Towers 40 and 41.

Employees covered by Rule II, selected by the Company for other service, shall upon

return to former class of service revert to spare list without loss of seniority rating, and shall remain on spare list until such a time as their seniority will permit them to bid in a position under Rule V or X.

A letter showing the list of bidders, date they entered the service and to whom the position has been awarded will be sent to the local Chairman within five (5) days after position has been filled, all notices to state rate of pay and hours of service of positions advertised.

When an employee has bid in a position he will not be permitted to bid for his former position until it has been once filled and again becomes vacant.

RULE VI.

Relief agents will be assigned to each division. Agents, excepting those who have been in the service less than one year, will be granted one (1) week's leave of absence per annum without loss of pay.

Choice of dates for leave of absence will be given according to seniority.

RULE VII.

Employee when called by proper authority for extra duty after his day's or night's work is done, will be allowed pay pro rata of his regular pay, for the time so engaged, in no case less than two (2) hours.

At stations where the train or telegraph service requires employees to remain on duty over twelve (12) consecutive hours, they shall receive extra compensation pro rata of their regular pay, but not less than thirty-five (35) cents per hour, except in cases where agents are also express agents and are particularly required to stay on account of express business. Overtime to be computed on minute basis.

RULE VIII.

Employees regularly assigned to positions who are temporarily assigned to other positions, which necessitate their going away from home, shall receive not less than the salary paid the regular relief man. This does not apply where an employee changes positions in his home town.

Any changes between Riverside and Boston and Towers 40 and 43 will be considered home town.

RULE IX.

When employees are relieved for a period of not less than ten (10) nor more than thirty (30) days, the oldest employee in point of service at office affected, if competent, will, upon request, be entitled to fill the position during such absence, but will not be entitled to overtime by doubling through or pay for time lost in complying with the Hours of Service Law in making this change.

RULE X.

When an employee holding a permanent position is absent from duty on account of sickness or other cause to exceed sixty (60) days, the position shall be posted as a temporary position to cover the leave of absence, to all employees on the division for five (5) days, and the successful applicant to be assigned within ten (10) days from date of notice.

Should the employe under the above leave of absence eventually fail to return to the Company's service through death, a resignation or removal, the position held by him shall again be posted as a permanent position when the date of his retirement is determined.

When temporary position is discontinued the employe holding the same will revert to his former regular position.

Employes who are absent on account of sickness or other cause will have the right, upon their return, to a position bid in by a junior man during their absence, provided application in writing is made within five (5) days after their return.

RULE XI.

Employes on legal or other business for the Company will be paid their regular salary unless full compensation is received from other sources; if compelled to be away from home their expenses shall be allowed in addition thereto.

RULE XII.

Employes will be granted leave of absence without written leave, but if over thirty (30) days to have written leave from Superintendent, copy of which will be furnished the Local Chairman; if over sixty (60) days, excess to be deducted from seniority, but employe to retain seniority for six (6) additional months.

If absent more than one (1) year employe to lose all rights.

This not to apply in case of disability, sickness or while engaged in company or committee work.

No employe shall under any circumstances be granted leave of absence to engage in other business.

RULE XIII.

Employes who have been dismissed from the employ of the company will forfeit their seniority rights unless reinstated within six (6) months. Men leaving the service of their own accord will forfeit their seniority.

RULE XIV.

When new positions are created, compensation and hours shall be fixed in conformity with positions of the same class covered by this schedule.

When a reduction is made in the force of employes the younger men shall be displaced first, or when an office is abolished, the man or men displaced shall have choice of positions to which their seniority entitles them in accordance with Rule IV, except they cannot displace anyone who has held his present position three (3) years or more.

Employes when displaced shall make their choice of positions within seven (7) days (except in case of sickness and leave of absence), leave of absence not to exceed sixty (60) days.

When a position is to be abolished employes affected shall be given not less than three (3) days' notice, and copy of such notice sent to local chairman.

RULE XV.

A seniority list consisting of employes will be issued by the company and each local chairman shall be provided with a copy of this list; the same to be revised annually prior to December 1st.

A roster list furnished by the company will be posted at the following stations: Boston, Tower 21, Worcester, Palmer, Springfield, Pittsfield, Chester, Chatham and Tower 72.

RULE XVI.

When employes are transferred by order of the company, free transportation for family and effects will be furnished, if lawful, and regular pay allowed while in transit and making such transfer. This will also apply in case of displacement.

When the station accounts are being transferred from one employe to another, each employe shall be paid the regular daily rate for that station for the time required to make necessary transfer, but in no case less than one day. This will not apply to an employe leaving the service.

RULE XVII.

Employes will be allowed to attend their division meetings and will be furnished transportation when same can be done without cost or inconvenience to the company.

RULE XVIII.

Employes who have been in the service of the company for one year or more will be granted term passes good between all stations.

RULE XIX.

Employes will not be required to care for batteries where battery men, linemen or maintainers are employed. Signalmen at interlocking signal stations will not be required to scrub floors, clean lamps, windows, interlocking machines or other work. (Lever handles and office desks excepted.)

RULE XX.

Employes called and reporting for service and not used, shall be allowed the highest rate of pay involved, but not less than one (1) day's pay at the rate of two (2) dollars per day.

RULE XXI.

In the event of reduction of force of spare employes, all things being equal, this junior employe shall be reduced. This may operate to transfer a spare employe from one division to the other. When this is done it will be only with the consent of the chief dispatchers.

RULE XXII.

Agents, telegraphers or signalmen will not be allowed to have students in their offices, block stations or cabins, nor shall telegraphers teach telegraphy on the company's premises without permission from the superintendent.

RULE XXIII.

The provisions of this agreement and the specifications of this wage schedule shall not be changed to cause an increase of hours of service or a decrease in wages and will continue in force until thirty (30) days' notice in writing has been given by either party to the other requesting a change in same.

J. L. TRUDEN,
General Superintendent.

M. J. WALSH,
General Chairman.

G. P. ALRUTZ,
General Secretary.

SIGNALMEN.

Boston Division—Main Line.

Tower.	Men.	Rate per	
		Day.	
4.....	3.....	\$ 3.36	
5.....	3.....	3.36	
6.....	3.....	3.36	
7.....	3.....	3.36	
8.....	2 (Levermen) (6 Days).....	3.07	
9.....	3.....	3.07	
10.....	3.....	3.36	
12.....	2 (Levermen).....	2.90	
15.....	3.....	2.84	
19.....	2 (Levermen).....	2.90	
20.....	3.....	2.84	
21.....	3.....	3.07	
22.....	3.....	2.95	
23.....	3.....	3.07	
26.....	3.....	2.95	
28.....	3.....	3.36	
31.....	3.....	2.84	
32.....	3.....	2.84	
33.....	3.....	2.84	
35.....	3.....	2.84	
Branches.			
H9.....	3.....	\$ 2.66	
E5.....	3.....	2.95	
L&F Jct.	First trick.....	2.60	
	Second trick.....	2.60	
	Third trick.....	2.75	
	2 Relief Signalmen.....	3.54	

OPERATORS.

Boston Division—Main Line.

	Men.	Rate per	
		Day.	
Boston, Supt's Office.....	3.....	\$ 3.66	
Beacon Park Yard.....	3.....	2.71	
Abburndale.....	1.....	2.36	
Westboro.....	3.....	2.52	
No. Grafton.....	2.....	2.52	
Worcester, Freight Office.....	1.....	2.71	
Worcester, Yard.....	3.....	2.71	
Worcester, Union Station.....	4.....	2.71	
Jamesville.....	3.....	2.52	
Rochdale.....	1.....	2.52	
Brookfield.....	1.....	2.52	
West Brookfield.....	3.....	2.52	
Warren.....	1.....	2.52	
West Warren.....	1.....	2.52	
North Wilbraham.....	2.....	2.52	
Milford Branch.			
Milford.....	1.....	\$ 2.56	
Webster Branch.			
Webster.....	1.....	\$ 2.36	
Ware River Branch.			
Ware.....	1.....	\$ 2.66	
Winchendon.....	1.....	2.52	

AGENTS.

Boston Division—Main Line.

Stations.	Daily Rate.
Cottage Farms.....	\$ 2.36
Allston.....	2.95
Faneuil.....	2.36
Newton.....	3.54
West Newton.....	2.95
Auburndale.....	2.83
Riverside.....	2.36
Wellesley Farms.....	2.18

Stations.

Rate per
Day.

Wellesley Hills.....	\$ 2.36
Wellesley.....	3.25
Natick.....	3.54
Ashland.....	2.95
Cordaville.....	2.52
Southville.....	2.66
Westboro.....	3.54
North Grafton.....	3.25
Jamesville.....	2.84
Rochdale.....	2.66
Charlton.....	2.84
South Spencer.....	2.66
East Brookfield.....	2.77
Brookfield.....	2.77
West Brookfield.....	2.77
Warren.....	2.84
West Warren.....	3.15
West Brimfield.....	2.07
North Wilbraham.....	3.15
Oak Street.....	2.77
Highland Branch.	
Longwood.....	\$ 2.36
Brookline.....	2.84
Brookline Hills.....	2.36
Beaconsfield.....	2.36
Reservoir.....	2.36
Chestnut Hill.....	2.36
Newton Centre.....	3.15
Newton Highlands.....	2.66
Eliot.....	2.36
Waban.....	2.36
Woodlawn.....	2.36
Newton Lower Falls Branch.	
Newton Lower Falls.....	\$ 2.66
Saxonville Branch.	
Saxonville.....	\$ 2.79
Milford Branch.	
Milford.....	\$ 3.54
Braggville.....	2.00
Metcalfs.....	2.00
Holliston.....	3.15
East Holliston.....	2.02
Millbury Branch.	
Millbury.....	\$ 2.66
Webster Branch.	
Webster.....	\$ 3.49
Howarths.....	2.00
North Oxford Mills.....	2.36
North Brookfield Branch.	
North Brookfield.....	\$ 2.95
Spencer Branch.	
Spencer.....	\$ 2.95
Ware River Branch.	
Thorndike.....	\$ 2.95
Ware.....	3.25
Gilbertville.....	2.52
Old Furnace.....	2.52
Barre Plains.....	2.95
Coldbrook.....	2.42
Williamsville.....	2.42
Templeton.....	2.42
Baldwinville.....	2.84
Waterville.....	2.42
Winchendon.....	3.25
Relief Agents.....	3.88

SIGNALMEN.

Albany Division—Main Line.

Tower.	Men.	Daily Rate.
38.....	3.....	\$ 3.07
40.....	3.....	3.36
	3 (Levermen).....	2.90

Tower.	Men.	Rate per Day.
41.....	2 (Directors).....	\$ 4.20
	3.....	3.36
	3 (Levermen).....	2.90
42.....	3.....	3.36
43.....	3.....	3.36
44.....	3.....	2.66
45.....	3.....	3.18
50.....	3.....	2.71
53.....	3.....	2.95
55.....	3.....	3.18
	3 (Oprs. & Levermen).....	2.90
57.....	3.....	3.36
60.....	3.....	2.95
Payn's.....	3 (Oprs. & Levermen).....	2.52
65.....	3.....	3.07
66.....	3.....	2.84
72.....	3.....	3.07
	2 (Relief Signalmen).....	3.54

OPERATORS.

Albany Division—Main Line.

	Men.	Daily Rate.
Spfld., Supt's Office.....	3.....	\$ 3.36
Spfld., Car Service.....	1 (6 days).....	3.54
Spfld., Frt. Office.....	1.....	3.01
Spfld., Union Sta.....	3.....	2.77
West Springfield Yard.....	3.....	3.07
Mittineague.....	1.....	2.52
Westfield:		

Day ticket & Opr.....	1.....	3.33
Night ticket & Opr.....	1.....	2.71

Russell.....	3.....	2.52
Huntington.....	1.....	2.52
Chester.....	3.....	2.60
Becket.....	1.....	2.52
Washington.....	2.....	2.66
Hinsdale.....	1.....	2.52
Dalton.....	1.....	2.66
Pittsfield Station.....	3.....	2.71
State Line.....	1.....	2.77
East Chatham.....	1.....	2.52
Chatham.....	1.....	2.60
Niverville.....	3.....	2.52

Athol Branch.

Indian Orchard.....	1 (6 Days).....	\$2.36
Ludlow.....	1 (6 Days).....	2.36
Bondsville.....	1 (6 Days).....	2.36

North Adams Branch.

Adams.....	1.....	\$ 2.52
Renfrew.....	1 (6 Days).....	2.52
North Adams.....	1.....	2.71

Hudson Branch.

Mellenville.....	1 (6 Days).....	\$2.52
Claverack.....	1 (6 Days).....	2.66
Hudson Upper.....	1 (6 Days).....	2.23

AGENTS.

Albany Division—Main Line.

Stations.	Daily Rate.
Mittineague.....	\$ 2.95
Westfield.....	3.93
Woronoco.....	2.84
Russell.....	2.66
Huntington.....	2.52
Middlefield.....	2.66
Becket.....	2.66
Washington.....	2.72
Hinsdale.....	3.15
Dalton.....	3.15
West Pittsfield.....	2.66

Tower.	Men.	Rate per Day.
Richmond.....		\$2.66
Richmond Furnace.....		2.66
State Line.....		3.78
Canaan.....		2.66
East Chatham.....		2.66
Chatham Center.....		2.66
Niverville.....		2.84
Van Hoesen.....		2.77
Brookview.....		2.66

Athol Branch.

Indian Orchard.....	\$ 2.84
Ludlow.....	2.84
Three Rivers.....	2.52
Bondsville.....	2.84
Enfield.....	2.52
Greenwich.....	2.20
Greenwich Village.....	2.20
North Dana.....	2.52
New Salem.....	2.07
South Athol.....	2.07
Athol.....	3.15

Hudson Branch.

Pulvers.....	\$ 1.90
Mellenville.....	2.84
Claverack.....	2.84
Hudson Upper.....	3.15

North Adams Branch.

Coltsville.....	\$ 2.52
Berkshire.....	2.52
Farnams.....	2.52
Cheshire.....	2.52
Maple Grove.....	2.52
Adams.....	3.15
Renfrew.....	2.84
Zylonite.....	2.52
North Adams.....	3.93
Relief Agents.....	3.88

TO THE MEMBERS:

It is understood that the Boston & Albany Railroad will adopt the New York Central vacation rules, January 1, 1918. The N. Y. C. rule under Article VIII reads as follows:

Employees working more than nine (9) consecutive hours per day, who have been in the service one year or more, will be allowed seven (7) days' vacation annually with pay. After three years in the service, ten (10) days' vacation annually will be allowed with pay.

Employees who work nine (9) hours or less per day, after being in the service two (2) years or more, will be allowed seven (7) days' vacation annually with pay.

Under Article X, employees relieved for vacation shall receive the commissions of their office while being relieved.

Under Article XI, relief men are to be scheduled and employees to be relieved by them shall be furnished with lists prior to January 1st, showing regular relief days. Choice of dates for vacations shall be given according to seniority.

It is understood that positions in our class of service posted for bid on one division, and no bidders shall be referred to the other division.

Fraternally,

M. J. WALSH,
General Chairman.

G. P. ALRUTZ,
Secretary.

Buffalo, Rochester & Pittsburgh Railway Company

(EFFECTIVE MAY 1, 1917.)

The following rules and rates of pay will govern the employment of telegraphers and station agents, whose duties require them to perform telegraph service, also agents not required to telegraph (as shown in wage scale) employed upon the line of this company.

RULES.

1. All employees assigned by proper authority to the railway telegraph or railway telephone service of any character or duration, and also the station agents incorporated in the accompanying schedule of wages, will be considered telegraphers within the meaning of this schedule and are so called herein.

2. When new positions are created the compensation therefor will be fixed in conformity with positions of the same class in this schedule.

3. All employees in the telegraph service will be regarded as in line for promotion, advancement depending upon faithful discharge of duties and capacity for increased responsibility. Where ability and conduct permit, seniority rules will govern. The proper official of the company shall determine the fitness of telegraphers for employment and advancement. Seniority rights will date from last date of entering the service.

4. Telegraphers covered by this schedule will not be suspended or discharged without just cause, and will be accorded fair and impartial investigation. When wanted for investigation the telegrapher will be given sufficient notice, stating specific charges. He may be accompanied by an employee representing his class, if he so desires, who may remain throughout the entire hearing. In case of suspension or dismissal after investigation and the decision is not satisfactory, the case may be appealed to the higher officials in regular order, and, in the event he is found not guilty he will be re-instated and paid for all time lost.

5. (a) Seniority will only be effective when vacancies occur, new positions created, or positions abolished, except that agents will not be displaced.

(b) A telegrapher shall not be eligible to a position vacated by him until same shall have been advertised.

6. A seniority list of all employees covered by this schedule will be issued semi-annually by the company, and a copy of same furnished to all employees affected.

7. (a) All vacancies or new positions will be advertised for a period of ten days, bulletins to be issued on the tenth and twenty-fifth of each month and sent to each office by mail. These bulletins to show rates of pay and hours of service of positions. Bulletins will be mailed to telegraphers who are absent. All vacancies to be filled within twenty days after bids close by the telegrapher entitled to it. A telegrapher not transferred within the specified time will receive relief agent's salary thereafter until transfer is made. Each bulletin will show award of positions advertised in previous issue.

(b) Positions or vacancies of six months' or more duration shall be considered permanent and so advertised. Positions of more than thirty days and less than six months' duration shall be considered temporary and so advertised. When temporary vacancies or new positions are bid in by a regular man, he will revert back to his regular position upon the return of the regular man, or when temporary position is abolished. When the duration of a temporary vacancy or new position exceeds six months the position shall be considered permanent and so advertised, except, when the vacancy is caused by sickness, disability, committee work, or special duty for the company.

In case of a temporary vacancy of less than thirty days at an office where two or more telegraphers are employed, the assigned telegrapher at such office shall be allowed to fill the vacancy, and the extra employee assigned to the office shall be placed in the position made vacant by the advancement of the other employees. This shall not apply to the detriment of the service. This rule does not apply to positions temporarily abolished. Telegraphers displaced through temporary abolishment of their positions will thereafter be governed by the provisions of Rule 5.

(c) A telegrapher bidding in a position and declining to accept same, shall forfeit all rights to his present position which shall be advertised and filled as per paragraph (a) of this rule, and will, when the bids on his position close, be assigned to the extra list, but shall not forfeit his seniority rights. He may bid on the position he lost by declining to accept the position he bid in, but will be junior to all other bidders for such position.

(4) The senior extra telegrapher shall have preference of all extra work, if competent, but if working when a vacancy occurs and a junior telegrapher is assigned, the junior telegrapher will hold the position for a period of ten days when he may be displaced by the senior telegrapher.

8. Overtime will be allowed for all hours worked in excess of the regular established hours at any point.

9. (a) In computing overtime, thirty minutes and less than sixty minutes shall be considered one hour. Less than thirty minutes shall not be counted.

(b) Overtime will not be allowed unless overtime slip is forwarded to the chief train dispatcher within forty-eight hours from the time service is performed. Telegraphers shall be notified within five days when overtime is not allowed.

(c) The rate of overtime shall be thirty-five (35) cents per hour for every consecutive hour worked, unless the pro-rata rate is higher, when overtime will be paid at pro rata rates until relieved.

(d) If called before or after regular hours telegraphers will be paid fifty-five (55) cents for the call, but if held on duty longer than one hour, regular overtime rates will apply after the first hour.

10. (a) Telegraphers required to work more than eight hours will be allowed one hour for meals, between the hours of 11:30 and 1:00 o'clock. When telegraphers are not excused between these hours they will be allowed one hour's pay at overtime rates and sufficient time to procure their meals at the first opportunity.

(b) Telegraphers working eight hours will be given an opportunity to procure their meals on application to train dispatcher, whenever it can be done without detriment to the service.

11. Telegraphers transferred to new locations by order of proper officials will receive pay on the basis of salary of positions vacated for the time lost in transfer, and free transportation for themselves, dependent members of their families and household goods. This will also apply in case of displacement.

12. Telegraphers attending court or other business for the company will be paid their regular rates of pay per day, and when called to leave home, necessary expenses will be paid in addition to salaries.

13. Whenever a telegrapher on a division accepts a non-schedule position, a record will be made in the superintendent's office and a copy furnished local chairman. If such telegrapher does not return to a schedule position within six months he shall not forfeit his seniority, but may assert it only by going on the extra list and then filing applications for vacancies or new positions. This rule will not apply to telegraphers absent on account of sickness, nor to train dispatchers or copiers, when necessary for them to fall back in the regular order in which promoted, nor to the general committee of the Order of Railroad Telegraphers.

Telegraphers leaving the telegraph department to accept service in other departments will forfeit their seniority rights after an absence of six months. Telegraphers desiring leave of absence will be granted same for a period not to exceed ninety days, provided, in case of illness, time will be extended to suit the case.

14. Telegraphers will be allowed to attend their meetings so far as consistent with good service, and will be relieved and furnished transportation without unnecessary delay. Committees will be granted leave of absence as soon as possible after it is applied for, when they wish to present any matter to any officer of the company.

15. (a) Telegraphers who have been in the service of the company one year, and less than three years, will be granted seven days' leave of absence each year with pay. Telegraphers who have been in the service of the company three years and less than ten years will be granted ten days' leave of absence each year with pay. Telegraphers who have been in the service of the company ten years or more will be granted fifteen days each year with pay.

(b) If the company finds it inconvenient to grant leave of absence during any year to a telegrapher entitled to it under this rule, he shall be granted additional leave of absence for a like period the following year, or at the option of the telegrapher affected, pay in lieu thereof, based on a thirty-day month.

16. Extra telegraphers will receive the same compensation as the person they relieve. Telegraphers holding regular positions, when required to work in other offices temporarily, will receive relief agent's salary for the time held in that capacity.

17. Telegraphers relieved for vacation shall receive the commission of their offices while being relieved.

18. These rules, regulations and rates of pay will continue in force until a notice of thirty days be given of a desire to change same.

Station and Position.	Rate per Month.
Rochester (FD), first trick operator..	\$ 94.00
Second trick operator.....	94.00
Rochester (MS), first trick operator..	94.00
Second trick operator.....	94.00
Car distributor	110.00
Lincoln Park, agent and operator....	86.00
Second trick operator.....	79.00
Third trick operator.....	75.00
Maplewood, agent and operator.....	95.00
Scottsville, agent and operator.....	83.00
Second trick operator.....	68.00
Third trick operator.....	68.00
Garbutt, agent and operator.....	96.00
Mumford, agent and operator.....	86.00
Clerk and operator.....	81.00
LeRoy, first trick operator.....	79.00
Second trick operator.....	73.00
Third trick operator.....	73.00
Pavilion Center, agent and operator..	76.00
Pavilion, agent and operator.....	84.00
Clerk and operator.....	81.00
Pearl Creek, agent and operator.....	76.00
Wyoming, agent and operator.....	84.00
Warsaw, first trick operator.....	79.00
Second trick operator.....	73.00
Third trick operator.....	73.00
Rock Glen, agent and operator.....	76.00
Silver Lake Jct., agent and operator.	83.00
Second trick operator.....	68.00
Third trick operator.....	68.00
Perry, clerk and operator.....	81.00
Gainesville, first trick operator.....	79.00
Second trick operator.....	79.00
Third trick operator.....	73.00
Agent	83.00
Hardys, agent and operator.....	76.00
Bliss, first trick operator.....	79.00
Second trick operator.....	73.00
Third trick operator.....	68.00
Agent	84.00
Eagle, agent and operator.....	76.00
Freedom, agent and operator.....	76.00
Farmersville, agent and operator....	76.00
First trick operator.....	73.00
Second trick operator.....	73.00
Third trick operator.....	68.00
Bird, agent and operator.....	76.00
Relief agent	110.00
Buffalo (B), clerk and operator.....	90.00
Buffalo (FH), clerk and operator.....	80.00
Buffalo Creek, first trick operator....	82.00
Second trick operator.....	82.00
Third trick operator.....	75.00
Orchard Park, agent and operator....	81.00
Clerk and operator.....	76.00
East Hamburg, first trick operator..	75.00
Jewettville, agent and operator.....	81.00
West Falls, agent and operator.....	81.00
Colden, agent and operator.....	81.00
Second trick operator.....	73.00
Third trick operator.....	73.00

Station and Position.	Rate Per Mo.	Station and Position.	Rate Per Mo.
Glenwood, agent and operator.....	\$ 76.00	Relief Agent.....	\$110.00
East Concord, agent and operator....	76.00	Du Bois (BS), first trick operator....	94.00
Springville, first trick operator.....	79.00	Third trick operator.....	94.00
Second trick operator.....	73.00	C. & M. Jct., first trick operator.....	83.00
Third trick operator.....	73.00	Second trick operator.....	83.00
Hoyts, first trick operator.....	73.00	Third trick operator.....	83.00
Second trick operator.....	73.00	Stanley, agent and operator.....	81.00
Third trick operator.....	68.00	B. & S. Jct., first trick operator.....	75.00
West Valley, agent and operator.....	81.00	Sykes, agent and operator.....	95.00
Beaver, first trick operator.....	73.00	Big Run, agent and operator.....	95.00
Second trick operator.....	73.00	D. C. Tower, first trick operator.....	79.00
Third trick operator.....	68.00	Second trick operator.....	79.00
Ashford, agent and operator.....	83.00	Third trick operator.....	75.00
First trick operator.....	83.00	X. O. Tower, first trick operator.....	79.00
Second trick operator.....	83.00	Second trick operator.....	79.00
Third trick operator.....	83.00	Third trick operator.....	75.00
Ellicottville, clerk and operator.....	76.00	Punxsutawney (NX), first trick opr...	82.00
Great Valley, agent and operator.....	81.00	Second trick operator.....	79.00
East Salamanca (SI), first trick op..	82.00	Third trick operator.....	75.00
Second trick operator.....	82.00	Valier, agent and operator.....	76.00
Third trick operator.....	75.00	North Point, agent and operator.....	76.00
East Salamanca (DI), first trick op..	94.00	Second trick operator.....	73.00
Second trick operator.....	94.00	Third trick operator.....	68.00
Third trick operator.....	87.00	Dayton, first trick operator.....	75.00
Relief agent.....	110.00	Second trick operator.....	73.00
East Salamanca (FY), first trick op..	79.00	Third trick operator.....	68.00
Second trick operator.....	75.00	Agent.....	90.00
Third trick operator.....	75.00	Echo, first trick operator.....	75.00
Riverside Jct., first trick operator....	73.00	Second trick operator.....	73.00
Second trick operator.....	73.00	Third trick operator.....	68.00
Third trick operator.....	73.00	Agent.....	95.00
Limestone, agent and operator.....	89.00	East Mosgrove, agent and operator....	76.00
Second trick operator.....	68.00	West Mosgrove, agent and operator....	83.00
Bradford, first trick operator.....	82.00	Second trick operator.....	73.00
Second trick operator.....	75.00	Third trick operator.....	68.00
Third trick operator.....	75.00	Cowan, agent and operator.....	76.00
Howard, first trick operator.....	75.00	Second trick operator.....	73.00
Second trick operator.....	68.00	Third trick operator.....	68.00
Third trick operator.....	68.00	Craigsville, first trick operator.....	75.00
Bingham, agent and operator.....	81.00	Second trick operator.....	73.00
Second trick operator.....	73.00	Third trick operator.....	68.00
Third trick operator.....	68.00	Agent.....	83.00
Backus, agent and operator.....	95.00	Fenelon, agent and operator.....	76.00
Clerk and operator.....	76.00	Second trick operator.....	73.00
J. & B. Junction, first trick operator..	82.00	Third trick operator.....	68.00
Second trick operator.....	82.00	Noeline, clerk and operator.....	79.00
Third trick operator.....	75.00	Butler Jct., first trick operator.....	82.00
Freeman, first trick operator.....	75.00	Second trick operator.....	82.00
Second trick operator.....	68.00	Third trick operator.....	75.00
Third trick operator.....	68.00	Pittsburgh (CU), clerk and operator..	80.00
Hutchins, agent and operator.....	76.00	Pittsburgh (RO), clerk and operator..	102.00
Rasselas, agent and operator.....	76.00	Luthersburg, agent and operator.....	76.00
Second trick operator.....	73.00	Rockton, agent and operator.....	83.00
Third trick operator.....	68.00	Second trick operator.....	73.00
Clarion Jct., first trick operator.....	82.00	Third trick operator.....	68.00
Second trick operator.....	79.00	Millikens, first trick operator.....	75.00
Third trick operator.....	75.00	Second trick operator.....	73.00
Ridgway, first trick operator.....	82.00	Third trick operator.....	68.00
Second trick operator.....	75.00	Curwensville, clerk and operator.....	83.00
Third trick operator.....	68.00	C. B. Jct., first trick operator.....	75.00
Carman, agent and operator.....	95.00	Second trick operator.....	75.00
W. I. Tower, first trick operator.....	75.00	Third trick operator.....	75.00
Second trick operator.....	75.00	Hyde, agent and operator.....	83.00
Third trick operator.....	75.00	Second trick operator.....	73.00
Brockwayville, agent and operator....	95.00	Third trick operator.....	68.00
Lanes Mills, agent and operator.....	102.00	Clearfield, clerk and operator.....	83.00
Falls Creek, first trick operator.....	85.00	Juneau, agent and operator.....	95.00
Second trick operator.....	79.00	Second trick operator.....	73.00
Third trick operator.....	75.00	Third trick operator.....	68.00
Du Bois (DU), first trick operator....	85.00	Locust, first trick operator.....	75.00
Second trick operator.....	79.00	Second trick operator.....	73.00
Third trick operator.....	75.00	Third trick operator.....	68.00
Du Bois (BS), first trick operator....	94.00	Savan (VN), agent and operator.....	76.00
Second trick operator.....	94.00	Savan (SA), first trick operator.....	75.00
Third trick operator.....	94.00	Second trick operator.....	73.00
		Third trick operator.....	68.00

Station and Position.	Rate Per Mo.
Barton, first trick operator.....	\$ 75.00
Second trick operator.....	73.00
Third trick operator.....	68.00
Marion Center, agent and operator....	90.00
Clerk and operator.....	76.00
Home, first trick operator.....	75.00
Second trick operator.....	73.00
Third trick operator.....	68.00
Chambersville, agent and operator....	83.00
Cummings, first trick operator.....	75.00
Second trick operator.....	75.00
Third trick operator.....	68.00
Creekside, agent and operator.....	83.00
Shelocta, agent and operator.....	83.00
J. M. Jct., first trick operator.....	75.00
Second trick operator.....	73.00
Third trick operator.....	68.00

Station and Position.	Rate Per Mo.
Kent, agent and operator.....	\$ 83.00
Iselin, agent and operator.....	89.00
Ernest, agent and operator.....	81.00
Indiana, clerk and operator.....	83.00
Josephine, agent and operator.....	95.00
Aultman, agent and operator.....	83.00
Homer City, agent and operator.....	81.00
Cloe, first trick operator.....	75.00
Second trick operator.....	73.00
Third trick operator.....	68.00
Relief Agent.....	110.00

E. J. DEVANS,
General Superintendent.

Approved:
E. F. ROBINSON,
General Manager.

Buffalo & Susquehanna Railroad Corporation

(EFFECTIVE OCTOBER 1, 1917.)

ARTICLE I.

Any employee, except in general offices at Buffalo, and train dispatchers' offices, who is required to perform the duty of a telegrapher of any character or amount, whether termed agent, assistant agent or clerk, also agents who are not required to telegraph, as shown in wage scale attached, will be governed by the provisions of these rules.

ARTICLE II.

Ten consecutive hours, including reasonable meal hours, unless otherwise limited by law, will constitute a day's work for all employees covered by this schedule. If kept on duty by proper authority longer than ten hours, as above established, employees covered by this schedule will be paid overtime at the rate of thirty-five cents an hour.

It is distinctly understood and agreed that this overtime payment shall not apply where employees are detained at their office in making up reports or doing clerical work.

If an employee covered by this schedule is called by proper authority before or after his regular hours, he shall receive fifty cents for the first hour or fraction thereof, and the regular overtime rate thereafter.

In computing overtime, less than thirty minutes will not be counted; thirty minutes and less than sixty minutes will be counted as one hour.

Overtime must be reported to the superintendent in writing within twenty-four hours after same is performed, and when it is not allowed, notice with explanation will be given.

ARTICLE III.

Telegraphers will not be required to do unnecessary work on Sundays or holidays.

ARTICLE IV.

A list of employees in the order of their seniority will be compiled annually, in January, and a copy of same furnished each telegraph office on the system.

ARTICLE V.

All employees will be regarded in the line for promotion, advancement to depend upon satisfactory discharge of duties and capacity for increased responsibility. When qualifications are equal, seniority rules will govern.

Seniority rights will start from the last date of entering the service as agent or telegrapher.

ARTICLE VI.

When a vacancy occurs or new position is created, the superintendent shall, within ten days, notify all employees on the system who may, within ten days from date of notice, file an application for the position, and permanent appointment will be made at the end of fifteen days from date of notice, if possible. Each bidder, and the undersigned, shall be furnished a copy of the appointment promptly.

When an employee bids in a position, he will not be allowed to bid for his former position until it has been once filled and again becomes vacant.

When no bid is received for a position which has been advertised, and it is filled by appointment, if it again becomes vacant, unless held for six months, it need not be re-advertised.

ARTICLE VII.

Lack of convenience, such as school facilities, will be taken into consideration in locating employees, when this can be done.

ARTICLE VIII.

When the force covered by this schedule is reduced, or offices are closed, either permanently or temporarily, employees so displaced may take any position that merit, ability and seniority entitles them to, except that agents are not to be displaced.

ARTICLE IX.

When additional telegraph positions are created, the compensation therefor will be fixed in conformity with that paid for similar positions herein specified.

ARTICLE X.

Employees transferred to new locations by order of the proper officials, will receive pay for the necessary loss of time in transferring, except when exercising seniority rights or transferring from one position to another when bidding in a position, and free transportation for themselves, dependent members of their families, and household goods, if lawful.

ARTICLE XI.

The salaries paid employees will be independent of commissions allowed for express business. If such commissions are reduced or increased, the question of increasing or reducing the salary will be adjusted by the superintendent, and the undersigned will be promptly notified of such change.

ARTICLE XII.

In case it becomes necessary in the opinion of the superintendent to increase or reduce the telegraph force at any station, the rate of pay at such place may be readjusted to conform to similar conditions elsewhere.

ARTICLE XIII.

When employees are required to attend court in the interest of the company, or do any other business for the company outside their regular work, they shall receive regular pay, and necessary expenses if required to leave their regular places of employment.

ARTICLE XIV.

If employees are required to attend switch lamps, they will receive three dollars per month for each four or less of such lights, and fifty cents per month for each additional switch light for which they care.

Telegraphers will, when instructed by the agent or superintendent, attend to such train order or other signal lights as are located at their station, and will be responsible for their proper display.

ARTICLE XV.

Employees will not be expected to shovel snow except so much as may be necessary in an emergency. Nor will they be required to scrub stations and outbuildings when there are other employees available for such work. Telegraphers will assist with the clerical work at all stations when required by the agent.

ARTICLE XVI.

Employees covered by this schedule, after being in the service of the company for one year, will be furnished with annual passes, and after five years in the service, employees will be furnished annual passes for self and wife, but any improper use of the pass will terminate this provision as far as such individual is concerned.

ARTICLE XVII.

Employees will not be required to teach telegraphy, but must familiarize the relieving employee with the duties of the position.

ARTICLE XVIII.

Telegraphers will not be held responsible for the accuracy of oral messages. All messages pertaining to the business of the company should be written, properly dated and signed.

Messages received over the wire must be legibly written and delivered to the party addressed at the first opportunity.

ARTICLE XIX.

Company dwellings occupied by employees will be kept in repair by the company.

ARTICLE XX.

A committee will be granted leave of absence as soon as possible after request, when they wish to present any reasonable matter to the proper official of the company.

ARTICLE XXI.

Employees held off for investigation shall receive a prompt, fair and impartial hearing, and be advised as soon as possible the result of the investigation. If found blameless, they shall receive pay for the time lost and be reinstated in former position.

It is understood that the proper officer of the company will listen to any reasonable complaint or grievance that the employees may wish to make as a body, or as individuals, but it is understood that complaints should first be taken up by the individual with the superintendent. It is further understood that the employee does not thereby in any way prejudice his standing with the officers of the company.

ARTICLE XXII.

These rules, and a copy of the wage scale, will be furnished to each office in which employees that come under this schedule are employed.

ARTICLE XXIII.

This schedule and wage scale constitutes an agreement to take effect October 1, 1917, and continue for one year thereafter and until thirty (30) days' notice is given by either party.

E. R. DARLOW, President.

E. E. HOSKINS, General Chairman.

WAGE SCHEDULE.

Station and Position.	Rate Per Mo.
Wellsville, operator	\$ 78.00
Genesee, agent and operator	85.00
Newfield Jct., agent	39.00
Operator	39.00
Walton, agent and operator	89.00
Addison, operator	75.00
Elkland, agent	95.00
Operator	78.00
Osceola, agent and operator	84.00
Knoxville, agent	84.00
Operator	78.00
Cowanesque, agent and operator	43.00
Westfield, agent	84.00
Operator	78.00
Sabinsville, agent and operator	84.00
Gaines Jct., agent and operator	84.00
Burrows, operator	78.00
Cross Fork Jct., operator	78.00
Hull, operator	78.00
Wharton, agent and operator	84.00
Costello, agent and operator	84.00
Austin, operator	78.00
Keating Smt., agent and operator	84.00
Sinnemahoning, agent and operator	95.00
Driftwood Jct., operator	78.00
Weedville, agent and operator	84.00
Tyler, agent and operator	95.00
Plumville, agent and operator	84.00
Sagamore, agent	89.00
Operator	78.00
Relief agent	115.00

Canadian Government Railways**EASTERN LINES.**

(IN EFFECT NOVEMBER 1, 1917.)

RULES.**ARTICLE I.**

Employees required to perform Railway Telegraph or Railway Telephone Service of any character or duration, whether termed Agent, Assistant Agent, Operator, or Train Dispatcher, also employees filling any position incorporated in Article XXIV, will be considered Telegraphers within the meaning of this schedule, irrespective of the title by which designated, or character of service performed.

ARTICLE II.**Attending Meetings.**

Telegraphers will not be discriminated against for being members of the Order of Railway Telegraphers, nor for serving on boards of adjustment representing telegraphers, and will be given leave of absence, and furnished free transportation on Canadian Government Railways for such purposes. They will also receive the same privileges for the purpose of attending their meetings on any part of the line, when it is possible to do so without inconvenience or expense to the railways.

ARTICLE III.**Suspensions.**

No telegrapher shall be suspended (except for investigation), discharged or disciplined until his case has first been investigated and he has been proven guilty of the offense charge against him, the decision in such case to be rendered within ten days of the suspension.

A telegrapher will be advised in writing of the offense with which he is charged, five days prior to any investigation.

If a telegrapher is found blameless in the matter under investigation, he will be reinstated and paid at schedule rate for time lost, and extra expenses while attending such investigation if away from home: If detained more than ten days waiting investigation at the railways' instance, he will be paid schedule rate for the time in excess of ten days, whatever the decision may be.

A telegrapher may have the assistance of one or two co-telegraphers at investigation if he so desires.

A written statement setting forth the result of an investigation and the reasons therefor, will be furnished by the railways to the local board of adjustment on request.

ARTICLE IV.**Certificate of Service.**

When a telegrapher is dismissed, or leaves the service after giving the due notice required by the rules, he will be given the usual certificate from the proper official, stating terms of service, capacity in which employed, and whether discharged or leaving of his own accord. If discharged, cause of dismissal to be stated.

ARTICLE V.

A telegrapher will, on application, have returned to him all service cards and letters of recommendation that may have been taken up for inspection.

ARTICLE VI.**Promotions and Vacancies.**

All promotions will be governed by merit, fitness and ability of which the general superintendent will be the judge; these being sufficient, the telegrapher longest in the service or who holds seniority rights according to his class will have the preference.

The right of promotion of telegraphers (except train dispatchers) shall extend over the following districts:

(a) Montreal to Matapedia and Edmundston, but not including Edmundston.

(b) Flatlands to Moncton, not including Moncton, Loggieville to Fredericton, St. John & Quebec Railway, International Railway, Pacific Junction to Edmundston inclusive.

(c) St. John to Springhill Junction, including branch lines.

(d) Springhill Junction to Halifax and Sydney, including branch lines.

(e) Prince Edward Island Railway.

In the case of Springhill Junction, the agent only is included in paragraph "d"; the others named in the schedule at that station are included in paragraph "c".

Clause 2. The right of promotion of train dispatchers shall extend over each of the following districts:

(a) Mont Joli west and including Edmundston.

(b) Mont Joli east and including Edmundston.

(c) Prince Edward Island Railway.

Dispatchers at Edmundston will have the right to hold their seniority in the promotion districts from which they came. Dispatchers in "A" and "B" promotion districts will have the right to fill vacancies in Edmundston dispatching office according to their seniority.

The order of promotion will be from senior relieving dispatcher to trick dispatcher and from trick dispatcher to chief dispatcher.

In filling vacancies in any office senior dispatchers shall have the choice of trick, but no change of tricks will be permitted within one year, except with the consent of the superintendent or in the event of a vacancy occurring.

Relieving train dispatchers will be appointed from their respective superintendent's districts if available in accordance with Clause 1 of this article and will be allowed sufficient time, without pay, to learn the work of train dispatching under a regular trick dispatcher, such time not to exceed two weeks, and they will remain on such district until they receive promotion to a steady trick which may be claimed at any office in their promotion district at which a vacancy occurs.

A telegrapher's seniority will date from the time he last entered the service as a telegrapher. When two or more telegraphers are employed on the same date, their seniority shall date from the time they commenced work.

A train dispatcher's seniority as such will date from the time his examination papers were approved by the superintendent, such approval to be made within ten days after his examination.

A train-dispatcher will retain his seniority standing among the agents and operators.

In filling the position of chief dispatcher, any dispatcher in the territory in which the vacancy occurs, including chief dispatchers, shall be eligible.

A telegrapher of not less than two years' service will on application be transferred from one promotion district to another on the same general division within thirty days from date of such application, and when so transferred will be allowed seniority on the new district to the extent of three-quarters his length of service on the said general division. In such case the telegrapher making the transfer will take his place on the extra list and will have the right to file into bulletined positions as per Clause 5 hereof.

A telegrapher applying for a transfer will be given a transfer certificate showing his length of service and the capacities in which he has been employed on the general division, which will be his authority for claiming seniority on the district to which he is transferring.

This provision will also apply to a telegrapher of not less than two years' service desiring to transfer from one general division to another, except that in such cases the transfer certificate will not carry with it any seniority rights, but will entitle the holder to the position of junior extra telegrapher on the superintendent's district to which he is transferring.

Transfer certificates will not be valid unless filed with the superintendent of the district to which transfer is being made, within thirty days from date of issue.

Clause 3. When a vacancy occurs the superintendent will fill same by appointing the senior man who is, in his opinion, entitled to it, but this will not prevent any telegrapher senior to the man so appointed claiming his right to the position under Clause (a) hereof, providing he files his protest within fifteen days after the appointment has been bulletined as above.

Clause 4. Telegraphers will have the exclusive right to any position incorporated in Article XXIV of this schedule; also to any new telegraphers' positions created.

Telegraphers will also be eligible with employees in other branches of the service for promotion to any of the agencies not incorporated in Article XXIV.

Clause 5. In the case of vacancies occurring or of new positions being created for which telegraphers are eligible under this schedule, they will be advertised for fifteen days by bulletin sent to all stations, during which time application may be made.

All vacancies occurring and permanent appointments made will be bulletined within one week and filled within thirty days from

date position becomes vacant. The acceptance by the senior applicant is imperative.

A telegrapher on leave of absence when a vacancy occurs will not be debarred from claiming position and receiving appointment if entitled to it, providing that such claim is made within thirty days from date of bulletin.

When a telegrapher accepts a transfer and after a fair trial is found incapable, he will take his place as a spare telegrapher, but will retain his seniority rights.

ARTICLE VII.

Transfers (See also Art. XI).

When a telegrapher is transferred by order of the proper official he will receive free transportation for himself, family and household goods, and will suffer no loss of time in consequence, such time not to exceed four days.

ARTICLE VIII.

A telegrapher not accepting promotion offered by the management will not forfeit his right to any vacancy occurring thereafter.

ARTICLE IX.

Positions Abolished.

The management will not abolish positions incorporated in Article XXIV, except in case of reduction of staff. A telegrapher holding a position so abolished will receive fourteen days' notice of same, and will be entitled to the position then held by the junior permanently located telegrapher in that district, and will retain his seniority rights.

In case of a dispatcher's position being abolished, the dispatcher affected will be entitled to the position held by the junior permanent dispatcher in that office, and the dispatcher so displaced will be entitled to the position held by the junior permanently located dispatcher in that promotion district.

ARTICLE X.

Seniority Lists.

Complete lists will be prepared of all telegraphers on each of the districts named in Article VI, such lists to show the seniority of all telegraphers on such districts and to be open to their inspection at the superintendent's office. These lists will be subject to correction on proper representation from any telegrapher, and a corrected copy of the lists will be furnished to the local and general chairman on application at the beginning of each year. Seniority protests by telegraphers will not be valid unless filed within one year from the date of publication of same.

ARTICLE XI.

A telegrapher transferred at the request of the management to any other branch of the service will receive not less than his regular salary under this schedule and will likewise be entitled to all the privileges therein provided. He will retain his seniority rights for three years in the class from which transferred. Any position so vacated will be bulletined and filled by senior qualified applicant within three months.

ARTICLE XII.**Work From Which Telegraphers Are Exempt.**

Telegraphers will be exempt from shoveling snow, stenciling cars, sifting coal ashes, cutting, loading or unloading wood or coal, attending flower gardens, cleaning and disinfecting stations, outbuildings, stock or other cars, handling government mails. The unloading of way freight from cars and putting in shed shall be done jointly with the brakeman and further reasonable assistance will be furnished when necessary.

Note.—The foregoing does not mean that the telegrapher is to refuse to receipt for or give protection to mails at points where the local conditions are such as to make it impracticable for other arrangements to be made.

ARTICLE XIII.

Telegraphers will not be required to teach telegraphy nor will a telegrapher teach telegraphy on the railways' premises without the written permission of the superintendent.

ARTICLE XIV.**Attending Court, Etc.**

Telegraphers called upon to attend court or investigations at the request of the proper official of the railways, will receive pay at their stated rate of salary, not more than one-day's time for each twenty-four hours, and if away from home will be allowed actual expenses on production of receipts.

ARTICLE XV.**At Wrecks.**

Telegraphers performing duties at wrecks, washouts or other emergency offices, will be paid their stated rate of salary and actual expenses on production of receipts.

ARTICLE XVI.**Sunday Work.**

Telegraphers will not be required to work on Sundays, except when absolutely necessary to protect the railways' interests. When required to work on Sunday, they will be so advised on the preceding Saturday and will be paid for such service pro rata on stated salary at time and one-half their regular rate. In no case will less compensation than two hours at time and one-half be allowed.

Example: A ten-hour day position rated at \$78.00 per month, or under. Regular rate is thirty cents per hour, and for Sundays will be forty-five cents per hour. In no case less than two hours for Sunday call equal to ninety cents.

Further example: A ten-hour day position rated at \$100.00 per month. Regular rate is thirty-eight cents per hour, for Sunday will be fifty-seven cents per hour. In no case less than two hours for a Sunday call, equal to \$1.14.

In regard to this article, when the extreme time limits of the time worked during any number of calls do not exceed two hours' time, it will be considered as one call, for which two hours' compensation will be allowed.

Example: A telegrapher called at 8:00 o'clock, relieved at 8:15, called again at 9:00 o'clock, relieved at 9:20, called at 9:45, re-

lieved at 10:00, one call, two hours' time allowed.

If the second, or any subsequent call, or the time worked is not covered by the two-hour limit, the additional time in excess of the two hours will be allowed.

Example: A telegrapher called at 8:00 o'clock, relieved at 8:30, called again at 9:45, relieved at 10:25, two hours' time. If the calls are separated so that each call occurs beyond the two-hour limit, two hours' time will be allowed for each call.

Example: A telegrapher called at 8:00 o'clock, relieved at 8:15, called again at 10:30, relieved at 10:35, called again at 1:00 p. m., relieved at 1:30 p. m., called again at 3:00 p. m., relieved at 3:20 p. m. Four calls, eight hours' time allowed.

ARTICLE XVII.**Holidays.**

Telegraphers who are regular trick dispatchers will be granted three weeks' leave of absence annually, with full pay; other telegraphers who are permanently employed will, after one year's service, be granted two weeks' leave of absence annually, with full pay.

Telegraphers who are temporarily employed will, after working three hundred days in any one calendar year, be granted two weeks' leave of absence, with full pay, and will be furnished free transportation for themselves and families to any point on the system.

They will, on application, receive from their superintendent a letter showing that they have been granted such leave of absence.

In the event of the railway not being able to relieve the telegrapher and grant him his leave of absence at any time in any one year, such leave of absence will be added to his leave of absence in the following year.

A telegrapher being discharged or leaving the service on proper notice, before obtaining the deferred leave of absence, will be paid salary for the same.

Applications for leave of absence filed in January of each year will be given preference in order of seniority of applicant, and applicants will be advised in February of dates allotted them. January applicants will have preference over later applicants, and applicants after thirtieth of September will not be entitled to salary compensation if the railway is unable to relieve them in that year. The railway will, as far as practicable, relieve all applicants during the summer season when so desired.

Telegraphers failing to get holidays asked for in any one year will have first choice for holidays in the following year, in the order of their seniority.

ARTICLE XVIII.**Commissions.**

Present arrangement of permitting telegraphers to accept commissions from express and telegraph companies doing business on the railway will be continued.

ARTICLE XIX.**Hours of Duty.**

(a) At offices where two or less telegraphers are employed, ten consecutive hours

exclusive of meal hour will constitute a day's work.

At offices where more than two operators are employed not more than ten consecutive hours, including meal hour, or at the railway's option eight consecutive hours without meal hour shall constitute a day's work. Agents at such offices will not be required to perform any wire work, except in case of emergency or as mutually agreed upon by the general superintendent and general chairman.

Except in cases of emergency, telegraphers will have eight consecutive hours' rest per day.

The hours of duty of all agents will commence between 6:00 and 8:00 o'clock a. m.

Exception: Except that the hours for ticket agents, assistant ticket agents and ticket clerks need not be consecutive, and may be irregular as required for the accommodation of passenger trains, or to comply with the requirements of the passenger department.

(b) Telegraphers working ten hours per day will be allowed sixty consecutive minutes for a meal between either 7:00 a. m. and 9:00 a. m. or 12:00 noon and 2:15 p. m., or 5:00 p. m. and 7:00 p. m., or between midnight and 2:15 a. m., or receive in lieu thereof one hour overtime, provided that a day telegrapher working ten hours will be allowed his meal hour between 12:00 noon and 2:15 p. m. This will not apply to service rendered to the express or commercial telegraph business.

Nothing herein will prohibit a dispatcher from granting two meal hours to a telegrapher working ten hours, the intention being to grant regular meal hours so far as the business of the railway will permit. A telegrapher having undelivered train orders on hand at expiration of his hours of duty must remain and make personal transfer of same to the telegrapher relieving him.

(c) Telegraphers will be allowed overtime at the rate of time and one-half, according to salary, based on twenty-six days per month, but in no case less than forty-five cents per hour. Less than thirty minutes not to count, thirty minutes or over to count as one hour, except that telegraphers when required to remain on duty after regular hours if detained fifteen minutes will be allowed one hour overtime for the first hour or any portion thereof.

(d) If a telegrapher is called before or after office hours he will be allowed 65 cents, which shall cover one hour's service. If kept on duty more than one hour, overtime will be allowed thereafter as per clause (c).

(e) The regular hours of duty will be specified by the superintendent to all telegraphers. If required for service outside these hours, telegraphers will be given an official order as authority and excused in the same manner.

(f) Overtime will not be allowed unless overtime tickets are mailed to the proper official within forty-eight hours from the time the service is performed. If overtime, as claimed, is not allowed, telegraphers will be notified in writing within ten days from the time such service is performed, setting forth the reason for disallowance.

Telegraphers will number overtime tickets consecutively for each month.

(g) Eight consecutive hours' train dispatching and time required for transferring will constitute a day's work for a trick dispatcher. Train dispatchers will not be required to do clerical work that will interfere with the proper handling of their trains.

(h) Eight consecutive hours will constitute a day's work for telegraphers in the following offices: Yard office, Point Tupper; yard office, Pirate Harbor; station, New Glasgow; yard office, Stellarton; station, Halifax; Station and yard office, Truro; station, Springhill Junction; station and yard office, Moncton; station, Newcastle; station, Campbellton; station, Mont Joli; station, Riviere du Loup; station, Levis; yard office, Joffre (Centre); station, Ste. Rosalie Junction; station, St. John.

ARTICLE XX.

Relief Work.

A sufficient number of regular relief agents shall be appointed on each superintendent's district, who will receive the salary of the man relieved, but in no case less than as provided for in Article XXIV.

Regular telegraphers called upon to do relief work temporarily will receive the salary of the man relieved, provided it is not less than their own, and 75 cents per day additional for expenses if away from their regular station.

Spare telegraphers called upon to do relief work will receive the salary of the man relieved. It is understood that when regular relieving agents are not engaged in relieving, they may be used in the superintendent's, audit or other offices or at any other clerical employment. Telegraphers who are junior in the service will not be given spare work in preference to senior spare telegraphers.

Vacancies in the regular relief agent's staff will be advertised in the usual way, and the senior qualified applicant on each superintendent's district will receive appointment.

Regular relief agents will only be required for duty on their superintendent's district, and will be eligible for promotion to positions within the territory (as specified in Clause 1 of Article VI) from which they are taken.

ARTICLE XXI.

Dwellings in Station Premises.

All stations where dwelling, fuel and light are provided, the dwelling will be reserved exclusively for the use of the agent and his family, unless he elects to reside elsewhere. In such case the choice will be given to telegraphers at that station in order of seniority, unless special conditions make it impracticable to do so.

When no dwelling, fuel and light perquisites are supplied agents, a minimum compensation of ten dollars (\$10.00) per month will be paid in lieu thereof.

Station offices, waiting rooms, etc., will be cleaned at the railway's expense.

ARTICLE XXII.

Attending Lamps.

If telegraphers are required to attend oil lamps in switches, yard limits, or semaphores, they will receive four dollars (\$4.00) per month for four or less lights, and fifty

cents (50c) per month for each additional switch, yard limit, or semaphore light at such station.

Nothing in this article will relieve telegraphers from their responsibilities of seeing that the telegraph signal and all other signals are in perfect working order, and at night that all lamps are clean and burning brightly. The lighting and attending of switch, yard limit, semaphore lamps will, as far as practicable, be performed by other available force.

ARTICLE XXIII.

Telegraphers Overtaxed May Have Redress.

If a telegrapher considers himself overtaxed, his statement to that effect to the proper official will be carefully considered, and if well-founded, relief will be granted.

When an agent asks for help the superintendent will either furnish it or arrange an investigation of conditions within ten days. If such investigation sustains the claim of the agent the help will be furnished. If such investigation is against the agent, the latter may file his protest with the superintendent, who will immediately ask the general superintendent to send a special investigator, familiar with station work, to report on the case, which will be within ten days. If such investigator reports that the help is required it will be furnished forthwith. If he reports that it is not required the agent may appeal direct to the general chairman, who, after investigation to satisfy himself, will handle the case as a grievance beginning with the general superintendent.

In a case where the railway desires to reduce help, the agent will be given one week's notice, unless he agrees that he can spare the help at once. If the agent claims the assistance is still required, he will so advise his superintendent, and the latter will conduct an investigation as outlined in the preceding paragraph.

If the agent is dissatisfied with the verdict his protest to the superintendent will result in a special investigation at the instance of the general superintendent in the same manner as provided above, the same channels of appeal being open to the agent as therein outlined.

At points where operators are overworked or kept on duty an excessive length of time, upon furnishing particulars, the inspector of transportation will be instructed to go there and look into the conditions with the general chairman, or with any representative he may select, and if they recommend any change in conditions to relieve the operator it will be arranged.

ARTICLE XXIV—WAGE SCALE.

The minimum monthly salaries will be as follows:

Telegraphers	\$ 75.00
Agent and telegrapher with D. F. L....	75.00
Agent and telegrapher without D. F. L....	85.00
Relief agents	120.00
Car service operator and clerk.....	100.00
Train dispatchers	168.00

District No. 4.

Station and Position.

Station and Position.	Rate Per Month	Allowance for Dwelling, Fuel and Light
Sydney, agent.....	\$160.00	\$25.00
Ticket agent	115.00	
Leitches Creek, agent.....	77.00	
North Sydney, agent.....	150.00	
Assistant agent.....	105.00	
Day operator.....	90.00	
Night operator.....	90.00	
Sydney Mines, agent.....	130.00	
Assistant and operator.....	95.00	
Night operator.....	90.00	
Little Bras d'Or, agent.....	90.00	
Georges River, agent.....	77.00	
Bolesdale, agent	80.00	
Grand Narrows, agent.....	85.00	
Night operator	75.00	
Iona, agent	90.00	
McKinnons Harbor, agent.....	77.00	
Orangedale, agent	93.00	
Night operator	75.00	
River Denys, agent.....	77.00	
West Bay Road, agent.....	80.00	
Night operator	75.00	
McIntyre's Lake, agent.....	77.00	
Point Tupper, agent.....	125.00	
First operator	95.00	
Second operator.....	90.00	
Third operator	90.00	
Mulgrave, agent	125.00	
Day operator	90.00	
Night operator	85.00	
Pirate Harbor, first operator...	95.00	
Second operator	95.00	
Third operator	95.00	
Harbor au Bouche, agent.....	78.00	
Night operator	75.00	
Tracadie, agent	77.00	
Bayfield Road, agent.....	77.00	10.00
Night operator	75.00	
Heatherton, agent	77.00	
South River, agent	77.00	
Antigonish, agent	130.00	10.00
Day operator	95.00	
Night operator	80.00	
James River, agent.....	77.00	
Marshy Hope, operator.....	77.00	
Avondale, agent.....	77.00	
Night operator.....	75.00	
Merigomish, agent.....	77.00	10.00
Woodburn, agent	77.00	
New Glasgow, agent.....	145.00	14.00
Assistant agent.....	110.00	
Ticket agent.....	116.00	
Operator and clerk.....	95.00	
Yard office, first operator...	102.00	
Second operator	102.00	
Third operator.....	102.00	
Fourth operator.....	102.00	
Trenton, agent.....	130.00	10.00
Assistant agent.....	90.00	
Operator	80.00	
Pictou Landing, agent.....	87.00	10.00
Stellarton, agent.....	147.00	14.00
Assistant agent.....	110.00	
Ticket clerk and operator...	100.00	
First operator.....	102.00	
Second operator.....	102.00	
Third operator.....	102.00	
Ferrona Jct. and Eureka, agent	100.00	
Hopewell, agent.....	90.00	10.00
Night operator.....	75.00	

Station and Position.	Rate Per Month	Allowance for Dwelling, Fuel and Light	Station and Position.	Rate Per Month	Allowance for Dwelling, Fuel and Light
Glengarry, agent.....	\$ 77.00	.....	East Mines, agent.....	\$ 85.00	.....
Night operator.....	75.00	.....	Londonderry, agent.....	112.00	.....
West River, agent.....	80.00	\$10.00	Night operator.....	80.00	.....
Night operator.....	75.00	.....	Folleigh, agent.....	90.00	.....
Riversdale, agent.....	80.00	.....	Night operator.....	78.00	.....
Night operator.....	75.00	.....	Wentworth, agent.....	87.00	.....
Valley, agent.....	80.00	10.00	Westchester, agent.....	90.00	.....
Westville, agent.....	117.00	.....	Night operator.....	77.00	.....
Assistant agent.....	107.00	.....	Thompson, agent.....	85.00	.....
Browns Point, agent.....	77.00	.....	Oxford Jct., agent.....	108.00	.....
Pictou, agent.....	140.00	.....	Night operator.....	78.00	.....
Assistant agent.....	115.00	.....	River Phillip, agent.....	85.00	.....
Ticket clerk and operator.....	100.00	.....	Salt Springs, agent.....	82.00	.....
Operator.....	90.00	.....	Springhill Jct., agent.....	118.00	.....
Operator.....	90.00	.....	First operator.....	100.00	.....
Night operator.....	85.00	.....	Second operator.....	95.00	.....
Lyons Brook, agent.....	77.00	.....	Third operator.....	95.00	.....
Scotsburn, agent.....	80.00	.....	Athol, agent.....	85.00	.....
Meadowville, agent.....	77.00	.....	Maccan, agent.....	117.00	.....
River John, agent.....	90.00	.....	Assistant and operator.....	87.00	.....
Denmark, agent.....	85.00	.....	Night operator.....	80.00	.....
Tatamagouche, agent.....	95.00	.....	Nappan, agent.....	85.00	.....
Malagash, agent.....	77.00	.....	Amherst, agent.....	145.00	\$15.00
Wallace, agent.....	85.00	.....	Ticket agent.....	113.00	.....
Pugwash Jct., agent.....	80.00	.....	Day operator.....	85.00	.....
Pugwash, agent.....	110.00	.....	Night operator.....	92.00	.....
Oxford, agent.....	110.00	.....	Aulac, agent.....	90.00	.....
Day operator.....	87.00	.....	Sackville, agent.....	122.00	10.00
District No. 6.			Assistant and operator.....	102.00	.....
Halifax, D. W. T., operator.....	\$ 90.00	.....	Clerk, operator.....	80.00	.....
Halifax, North St., first operator.....	102.00	.....	Night operator.....	90.00	.....
Second operator.....	95.00	.....	Port Elgin, agent.....	90.00	10.00
Ticket agent.....	115.00	.....	Cape Tormentine, agent.....	100.00	10.00
Assistant ticket agent.....	75.00	.....	Dorchester, agent.....	115.00	.....
Richmond, day operator.....	102.00	.....	Night operator.....	80.00	.....
Night operator.....	102.00	.....	College Bridge, agent.....	90.00	.....
Rockingham, agent.....	95.00	\$10.00	Memramcook, agent.....	92.00	10.00
Night operator.....	82.00	.....	Calhoun, agent.....	78.00	10.00
Bedford, agent.....	100.00	.....	Night operator.....	75.00	.....
Windsor Jct., agent.....	115.00	.....	Painsec Jct., agent.....	90.00	.....
Clerk and operator.....	90.00	.....	Night operator.....	80.00	.....
Night operator.....	80.00	.....	Shediac, agent.....	105.00	10.00
Waverly, agent.....	87.00	.....	Assistant and operator.....	85.00	.....
Dartmouth, agent.....	135.00	.....	Pt. du Chene, agent.....	125.00	.....
Operator.....	98.00	.....	Operator.....	85.00	.....
Musquodoboit, agent.....	77.00	.....	Humphrey, agent.....	75.00	10.00
Harbour, agent.....	77.00	.....	Moncton, ticket agent.....	135.00	.....
Stewart, agent.....	77.00	.....	Assistant ticket agent.....	95.00	.....
Wellington, agent.....	83.00	10.00	Depot, first operator.....	102.00	.....
Enfield, agent.....	85.00	10.00	Second operator.....	102.00	.....
Elmsdale, agent.....	100.00	.....	Yard, first operator.....	102.00	.....
Night operator.....	78.00	.....	Second operator.....	102.00	.....
Milford, agent.....	97.00	.....	Third operator.....	102.00	.....
Shubenacadie, agent.....	100.00	.....	Boundary Creek, agent.....	85.00	.....
Stewiacke, agent.....	110.00	10.00	Salisbury, agent.....	115.00	.....
Night operator.....	80.00	.....	Night operator.....	80.00	.....
Brookfield, agent.....	95.00	.....	Petitrodiac, agent.....	120.00	.....
Hilden, agent.....	83.00	.....	Night operator.....	80.00	.....
Truro, agent.....	135.00	10.00	Anagance, agent.....	88.00	.....
Ticket agent.....	113.00	.....	Penobsquis, agent.....	95.00	.....
Assistant ticket agent.....	75.00	.....	Sussex, agent.....	120.00	10.00
Yard, first operator.....	102.00	.....	Night operator.....	80.00	.....
Second operator.....	102.00	.....	Apohaqui, agent.....	97.00	.....
Third operator.....	102.00	.....	Norton, agent.....	120.00	.....
Depot, first operator.....	102.00	.....	Bloomfield, agent.....	88.00	.....
Second operator.....	102.00	.....	Hampton, agent.....	100.00	.....
Third operator.....	102.00	.....	Night operator.....	82.00	.....
District No. 3.			Nauwigewauk, agent.....	88.00	.....
Belmont, agent.....	\$ 93.00	.....	Quispamsis, agent.....	82.00	.....
Debert, agent.....	90.00	.....	Rothsay, agent.....	90.00	.....

Station and Position.	Rate Per Month	Allowance for Dwelling, Fuel and Light	Station and Position.	Rate Per Month	Allowance for Dwelling, Fuel and Light
Coldbrook, agent.....	\$ 85.00		Barnaby River, agent.....	\$ 77.00	
St. John, ticket agent.....	140.00		Derby Junction, agent.....	98.00	
Assistant ticket agent.....	80.00		Night operator.....	82.00	
First operator.....	102.00		Nelson, agent.....	85.00	
Second operator.....	102.00		Chatham, agent.....	118.00	\$10.00
Third operator.....	102.00		Day operator.....	85.00	
Island Yard, day operator.....	102.00		Night operator.....	77.00	
Night operator.....	102.00		Loggieville, agent.....	110.00	10.00
Prince Edward Island District.			Millerton, agent.....	100.00	
Tignish, agent.....	\$105.00		Renous, agent.....	80.00	10.00
St. Louis, agent.....	82.00	\$10.00	Blackville, agent.....	88.00	10.00
Alberton, agent.....	105.00		Doaktown, agent.....	88.00	10.00
Bloomfield, agent.....	85.00		Boiestown, agent.....	90.00	
O'Leary, agent.....	105.00		McGivney Junction, agent.....	90.00	
Port Hill, agent.....	95.00		Night operator.....	80.00	
Wellington, agent.....	95.00	10.00	Cross Creek, agent.....	90.00	
Miscouche, agent.....	85.00		Marysville, agent.....	102.00	10.00
Summerside, agent.....	125.00		Gibson, agent.....	103.00	
Ticket agent and operator.....	105.00		Night operator.....	80.00	
Freight clerk and operator.....	100.00		Fredericton, agent.....	135.00	10.00
Clerk and operator.....	80.00		Day operator.....	85.00	
Wharf agent.....	95.00		Night operator.....	85.00	
Wharf clerk.....	75.00		Woodstock, agent.....	125.00	10.00
Kensington, agent.....	110.00		Centreville, agent.....	85.00	10.00
Clerk and operator.....	75.00		Newcastle, agent.....	115.00	
Freetown, agent.....	85.00		First operator.....	102.00	
Emerald, agent.....	100.00		Second operator.....	102.00	
Cape Traverse, agent.....	80.00		Third operator.....	102.00	
Borden, agent.....	95.00		Beaver Brook, agent.....	75.00	
Bradaldane, agent.....	95.00		Bartibogue, agent.....	75.00	
Hunter River, agent.....	110.00		Night operator.....	75.00	
North Wiltshire, agent.....	82.00	10.00	Red Pine, agent.....	75.00	
Royalty Junction, agent.....	90.00		Gloucester Junction, agent.....	105.00	
Charlottetown, freight agent.....	145.00		Bathurst, agent.....	135.00	10.00
Assistant freight agent.....	105.00		Day operator.....	95.00	
Wharf agent.....	95.00		Night operator.....	90.00	
First clerk.....	75.00		Petit Rocher, agent.....	88.00	
Second clerk.....	75.00		Belledune, agent.....	83.00	
Cashier.....	90.00		Jacquet River, agent.....	100.00	
Ticket agent.....	130.00		Night operator.....	82.00	
Bedford, agent.....	82.00	10.00	Nashes Creek, agent.....	83.00	
Mount Stewart, agent.....	105.00		New Mills, agent.....	83.00	
Cardigan, agent.....	95.00		Charlo, agent.....	90.00	
Montague, agent.....	105.00	10.00	Night operator.....	80.00	
Georgetown, agent.....	106.00	10.00	Bel River, agent.....	88.00	
Morell, agent.....	95.00		Dalhousie Jct., agent.....	85.00	
St. Peters, agent.....	100.00		Night operator.....	80.00	
Bear River, agent.....	85.00		Dalhousie, agent.....	100.00	
Souris, agent.....	115.00		Night operator.....	80.00	
Elmira, agent.....	85.00	10.00	Campbellton, ticket agent.....	105.00	10.00
Vernon, agent.....	82.00	10.00	Night ticket clerk.....	92.00	
Vernon River, agent.....	82.00	10.00	Freight agent.....	150.00	
Murray River, agent.....	82.00	10.00	First operator.....	102.00	
Murray Harbour, agent.....	85.00	10.00	Second operator.....	102.00	
*Note:—Ticket agent at Charlottetown will continue to be responsible for staff and operations at passenger depot.			Third operator.....	102.00	
District No. 2.			Upsalquitch, agent.....	80.00	
Berrys Mills, agent.....	\$ 80.00		Kedgwick, agent.....	88.00	
Pacific Junction, agent.....	78.00	\$10.00	Anderson, agent.....	88.00	
Night operator.....	77.00		St. Leonards, agent.....	88.00	10.00
Canaan, agent.....	95.00		Moffatts, agent.....	75.00	
Night operator.....	80.00		Flat Lands, agent.....	80.00	
Coal Branch, agent.....	90.00		Matapedia, agent.....	130.00	
Harcourt, agent.....	100.00		Day operator.....	95.00	
Night operator.....	80.00		Night operator.....	95.00	
Kent Junction, agent.....	105.00		St. Alexis, agent.....	83.00	
Rogersville, agent.....	90.00		Millstream, agent.....	81.50	
Night operator.....	80.00		Routhilville, agent.....	81.50	
			Night operator.....	75.00	
			Ste. Florence, agent.....	85.00	
			Causapsca, agent.....	97.00	
			Night operator.....	80.00	

Station and Position.	Rate Per Month	Allowance for Dwelling, Fuel and Light	Station and Position.	Rate Per Month	Allowance for Dwelling, Fuel and Light
Lac au Saumons, agent.....	\$100.00	.....	Montmagny, agent.....	\$120.00	.....
Amqui, agent.....	97.00	.....	Day operator.....	90.00	.....
Night operator.....	80.00	.....	Night operator.....	85.00	.....
Val Brilliant, agent.....	100.00	.....	St. Pierre, agent.....	95.00	.....
Night operator.....	80.00	.....	Night operator.....	80.00	.....
Sayabec, agent.....	115.00	.....	St. Francois, agent.....	95.00	.....
Night operator.....	82.00	.....	St. Valier, agent.....	95.00	.....
St. Moise, agent.....	100.00	.....	Night operator.....	75.00	.....
Night operator.....	80.00	.....	Ladurantaye, agent.....	80.00	.....
Padoue, agent.....	87.00	.....	St. Charles Jct., agent.....	105.00	.....
Petit Metis, agent.....	90.00	.....	Day operator.....	90.00	.....
Night operator.....	80.00	.....	Night operator.....	90.00	.....
St. Octave, agent.....	90.00	.....	Harlaka Jct., agent.....	90.00	.....
Mont Joli, agent.....	130.00	\$10.00	Night operator.....	75.00	.....
First operator.....	102.00	.....	Carrier, agent.....	100.00	.....
Second operator.....	102.00	.....	Night operator.....	80.00	.....
Third operator.....	102.00	.....	Levis, ticket agent.....	130.00	.....
District No. 1.			First assistant.....	78.00	.....
Luceville, agent.....	\$ 95.00	.....	Second assistant.....	75.00	.....
St. Anaclet, agent.....	85.00	.....	First operator.....	102.00	.....
Rimouski, agent.....	110.00	.....	Second operator.....	102.00	.....
Day operator.....	90.00	.....	Third operator.....	102.00	.....
Night operator.....	80.00	.....	St. Romuald, agent.....	105.00	\$10.00
Sacre Coeur, agent.....	85.00	.....	Night operator.....	85.00	.....
Bic, agent.....	95.00	.....	Charny, agent.....	105.00	.....
Night operator.....	80.00	.....	Night operator.....	85.00	.....
St. Fabien, agent.....	95.00	.....	Diamond, day operator.....	80.00	.....
Night operator.....	80.00	.....	Night operator.....	80.00	.....
St. Simon, agent.....	80.00	.....	Chaudiere Jct., agent.....	125.00	.....
Trois Pistoles, agent.....	105.00	.....	First operator.....	102.00	.....
Night operator.....	80.00	.....	Second operator.....	102.00	.....
Tobin, agent.....	75.00	.....	Joffre, first operator.....	102.00	.....
St. Eloi, agent.....	80.00	.....	Second operator.....	102.00	.....
Isle Verte, agent.....	95.00	.....	Third operator.....	102.00	.....
Night operator.....	80.00	.....	Chaudiere, agent.....	100.00	10.00
St. Arsene, agent.....	95.00	.....	Night operator.....	95.00	.....
Cacouna, agent.....	95.00	.....	St. Nicholas, agent.....	80.00	.....
Div. du Loup, agent.....	115.00	\$10.00	St. Apollinaire, agent.....	95.00	.....
Freight agent.....	100.00	.....	Night operator.....	80.00	.....
Day ticket agent.....	100.00	.....	Laurier, agent.....	95.00	.....
Night ticket agent.....	75.00	.....	DeLotbiniere, agent.....	80.00	.....
First operator.....	102.00	.....	Night operator.....	80.00	.....
Second operator.....	102.00	.....	Villeroi, agent.....	95.00	.....
Third operator.....	102.00	.....	Manseau, agent.....	95.00	.....
Desk office, first operator.....	75.00	.....	Lemieux, agent.....	95.00	.....
Second operator.....	75.00	.....	Night operator.....	80.00	.....
Old Lake Road, agent.....	85.00	.....	Daveluyville, agent.....	95.00	.....
St. Alexandre, agent.....	100.00	10.00	Aston Jct., agent.....	95.00	.....
Night operator.....	75.00	.....	Tower operator.....	75.00	.....
St. Andre, agent.....	90.00	.....	Tower operator.....	75.00	.....
St. Helene, agent.....	90.00	.....	St. Wenceslas, agent.....	80.00	.....
Dessaint, agent.....	75.00	.....	Nicolet, agent.....	100.00	10.00
St. Pascal, agent.....	105.00	10.00	Ste. Monique, agent.....	80.00	.....
Night operator.....	80.00	.....	St. Leonard Junction, agent.....	105.00	.....
Riv. Ouelle Wharf, agent.....	75.00	10.00	Night operator.....	80.00	.....
St. Philippe, agent.....	85.00	.....	Ste. Perpetue, agent.....	95.00	.....
Riv. Ouelle Jct., agent.....	85.00	.....	Carmel, agent.....	90.00	.....
Night operator.....	75.00	.....	St. Cyrille, agent.....	95.00	.....
St. Pacome, agent.....	95.00	.....	Drummondville, agent.....	120.00	10.00
Ste. Anne, agent.....	105.00	.....	Day operator.....	95.00	.....
Night operator.....	80.00	.....	Night operator.....	95.00	.....
Ste. Louise, agent.....	95.00	.....	St. Germain, agent.....	95.00	.....
St. Jean Port Joli, agent.....	100.00	.....	St. Eugene, agent.....	95.00	.....
Night operator.....	80.00	.....	Bagot, agent.....	95.00	.....
L'Islet, agent.....	100.00	.....	Night operator.....	80.00	.....
Night operator.....	80.00	.....	Ste. Rosalie Jct., agent.....	105.00	.....
Cap St. Ignace, agent.....	95.00	.....	First operator.....	85.00	.....
Night operator.....	80.00	.....	Second operator.....	85.00	.....
			Third operator.....	85.00	.....

Station and Position.	Rate Per Month	Allowance for Dwelling, Fuel and Light
Montreal, day operator.....	\$105.00	....
Night operator.....	100.00	....
Clerk and opr. (A. G. F. A.)	100.00	....
District No. 5.		
Chipman, agent.....	\$ 90.00	....
Night operator.....	75.00	....
Napadogan, agent.....	105.00	\$10.00
Day operator.....	87.00	....
Night operator.....	87.00	....
Juniper, agent.....	80.00	....
Summit, agent.....	75.00	....
Plaster Rock, agent.....	80.00	....
Night operator.....	75.00	....
Grand Falls, agent.....	80.00	....
St. Leonard, agent.....	88.00	....
Night operator.....	75.00	....
Edmundston, agent.....	120.00	10.00
Day operator.....	90.00	....
Night operator.....	90.00	....
Temiscouata Diamond, day opr.	75.00	....
Night operator.....	75.00	....
Lac Baker, agent.....	80.00	....
Glendyne, agent.....	85.00	....
Night operator.....	75.00	....
Blue River, agent.....	90.00	....
Escourt, agent.....	85.00	....
Night operator.....	75.00	....
St. Eleuthere, agent.....	80.00	....
Pelletier, agent.....	80.00	....
Riv. Manie, agent.....	85.00	....
Holliday, agent.....	80.00	....
Night operator.....	75.00	....

Station and Position.	Rate Per Month	Allowance for Dwelling, Fuel and Light
Lafontaine, agent.....	\$ 90.00	....
Monk, agent.....	105.00	....
Day operator.....	87.00	....
Night operator.....	87.00	....
Freight clerk.....	75.00	....
Bras d'Apic, agent.....	80.00	....
Rosaire, agent.....	85.00	....
St. Euphémie, agent.....	85.00	....
Armagh, agent.....	85.00	....
Night operator.....	75.00	....
St. Damien, agent.....	80.00	....
St. Malachie, agent.....	90.00	\$10.00
Ste. Claire, agent.....	85.00	....
St. Anselme, agent.....	85.00	....
Operator	75.00	....
St. Isidore, agent.....	80.00	....

ARTICLE XXV.

Inasmuch as the increases in rates authorized herein are brought about by the unusual conditions as the outcome of the war, they can be cancelled at any time, by either party, on thirty days' notice.

For the Telegraphers,

J. J. TRAINOR,
General Chairman.

For the Railways,

C. A. HUYER,
General Manager.

Canadian Government Railways

WESTERN LINES.

(EFFECTIVE NOVEMBER 1, 1917.)

The following rules and wages will govern the telegraphers on the Western Lines of the Canadian Government Railways:

When additional telegraphers' positions are created, compensation will be fixed in conformity with that of the same class as shown in this schedule.

ARTICLE I.

All employees assigned by proper authority to railway telegraph service or railway telephone service of any character or duration, also station agents incorporated in the accompanying schedule of wages, will be considered telegraphers within the meaning of this schedule and are so called herein.

ARTICLE II.

Telegraphers Serving on Boards or Attending Meetings.

A telegrapher will not be discriminated against for being a member of the Order of Railway Telegraphers, nor for serving on boards of adjustment representing telegraphers, and will be given leave of absence and furnished free transportation on Canadian Government Railways for such purposes. They will also receive the same

privilege for the purpose of attending their meetings on any part of the line, when it is possible to do so without inconvenience or additional expense to the railway.

ARTICLE III.

Discipline.

No telegrapher shall be suspended (except for investigation), discharged or disciplined until his case has first been investigated and he has been proven guilty of the offense charged against him; the decision in such case to be arrived at within ten days from date of suspension. If a telegrapher is found blameless in the matter under investigation he will be paid at schedule rates for the time lost and extra expenses while attending such investigations, if away from home, on production of receipts, and be reinstated. If detained more than ten days awaiting investigation at the railways' instance he will be paid schedule wages for the time in excess of ten days, whatever the decision may be.

Telegraphers may have the assistance of one or two telegraphers, if they so desire.

A written statement setting forth the result of an investigation and the reasons

therefor will be furnished by the railways to the local board of adjustment, if requested by it.

ARTICLE IV.

Certificate of Service.

When a telegrapher is dismissed or leaves the service, after giving due notice required by rules, he will be given the usual certificate from the proper official, stating the terms of service, capacity in which employed and whether discharged or leaving of his own accord. If discharged, cause of dismissal to be stated.

ARTICLE V.

Service Cards.

Telegraphers employed by the railway will, on application, have returned to them all service cards and letters of recommendation that may have been taken up for inspection.

ARTICLE VI.

Seniority.

(a) All promotions will be governed by merit and ability, of which the general superintendent will be the judge; these being sufficient, telegraphers longest in the service or those holding seniority rights according to their class will have the preference.

(b) When a vacancy occurs the superintendent will fill the same by appointing the senior applicant within thirty days. This does not apply to promotions to an official position of a higher grade than a chief dispatcher.

(c) Telegraphers will have exclusive rights to any position incorporated in Article XXII of this schedule, also to any new telegraphers' positions created.

(d) Telegraphers will also be eligible with other employes in other branches of the service to be considered in line for promotion to any agencies not incorporated in Article XXII.

(e) The right of promotion of telegraphers (except train dispatchers) shall extend over the following districts:

—Each Superintendent's District—

(f) The right of promotion of train dispatchers shall extend over—

—General Superintendent's Division—

Promotion will be in order from senior relieving dispatcher to trick dispatcher and from trick dispatcher to chief dispatcher.

(g) In filling vacancies in any office senior dispatchers shall have the choice of tricks, but no change of tricks will be permitted within one year, except with the consent of the superintendent, or in the event of a vacancy occurring.

When there is a vacancy in the relieving dispatching staff it will be advertised on the district (as per Clause 1 of this Article) where the ultimate vacancy occurs, and telegraphers will be given an opportunity to pass an examination as train dispatcher in the order of their seniority. The senior qualified applicant will receive the appointment.

(h) A train dispatcher's seniority as such will date from the time his examination papers were approved by the superintendent; such approval to be made within ten days after examination.

Train dispatchers will retain their seniority standing among the agents and operators.

(i) In filling the position of chief dispatcher, any dispatcher in the territory in which the vacancy occurs, including chief dispatchers, shall be eligible.

Telegrapher's seniority will count from the date he last entered the service as a telegrapher.

(j) Telegraphers of not less than two years of service will, on application, be transferred from one promotion district to another, within thirty days from date of such application, and when so transferred will be allowed seniority on the new district to the extent of three-quarters of their length of service. In such case the telegrapher making the transfer will take his place on the extra list and will have the right to file into bulletined positions to which his seniority would entitle him.

A telegrapher applying for transfer will be given a transfer certificate showing his length of service and the capacity in which he has been employed, which will be his authority for claiming his seniority on the district to which he is transferring.

Transfer certificate will not be valid unless filed with the superintendent of the district to which transfer is made, within thirty days from date of issue.

In the case of vacancies occurring, or of new positions being created for which telegraphers are eligible under this schedule, they will be advertised for fifteen days by bulletin sent to all stations, during which time applications can be made.

(k) All vacancies will be bulletined within one week and appointments made within a reasonable time thereafter and will be immediately bulletined. The acceptance by the senior qualified applicant is imperative.

A telegrapher on leave of absence, when a vacancy occurs, will not be debarred from claiming position and receiving appointment, if entitled to it, providing that such claim is made within thirty days from date of bulletin.

(l) When a telegrapher accepts a transfer and after a fair trial is found incapable, he will take his place as a spare telegrapher and will retain his seniority rights.

ARTICLE VII.

Seniority.

Telegraphers not wishing to accept promotion offered by the management will not lose any right to any vacancy occurring thereafter.

ARTICLE VIII.

Seniority.

If a position included in the attached schedule is abolished, the telegrapher will be entitled to the position held by the junior permanently located telegrapher on the superintendent's district.

In case of a dispatcher's position being abolished, the dispatcher affected will be entitled to the position held by the junior permanent dispatcher in that office and the dispatcher so displaced will be entitled to the position held by the junior permanently located dispatcher.

ARTICLE IX.

Seniority.

Complete lists will be prepared of all telegraphers on each of the districts named in Article VI, such lists to show the seniority of all telegraphers on such districts and to be open to their inspection at the superintendent's office. These lists will be subject to correction on proper representation by any telegrapher and a corrected copy of the lists will be furnished to the local and general chairman on application, at the beginning of each year.

Seniority protests by telegraphers will be invalid unless filed within 60 days from the date of publication of same.

ARTICLE X.

Seniority.

When a telegrapher is transferred at the request of the proper official or in the exercise of his seniority rights, he will receive free transportation for himself, his family and his household goods, and will suffer no loss of time in consequence—such time not to exceed four days.

ARTICLE XI.

Shoveling Snow, Etc.

Telegraphers will be exempt from shoveling snow, stenciling cars, sifting coal ashes, cutting, loading or unloading wood or coal, attending flower gardens, cleaning and disinfecting stations, outbuildings, stock or other cars, handling government mails. The unloading of way freight from cars and putting in shed shall be done jointly with the brakeman, and further reasonable assistance will be furnished when necessary.

Note:—The foregoing does not mean that the telegrapher is to refuse to receipt for or give protection to mails at points where the local conditions are such as to make it impracticable for other arrangements to be made.

ARTICLE XII.

Care of Oil Lamps.

If telegraphers are required to attend oil lamps on switches, yard limits or semaphores, they will receive four dollars (\$4.00) per month for four or less lights and fifty cents (50 cents) per month for each additional switch, yard limit, or semaphore light at such station. Nothing in this article will relieve telegraphers from their responsibilities or seeing that the telegraph signal and all other signals are in perfect working order and at night that all lamps are clean and burning brightly. The lighting and attending of switch, yard limit, semaphore lamps, will as far as practicable be performed by other available force.

ARTICLE XIII.

Teach Telegraphy.

Telegraphers will not be required to teach telegraphy, nor will a telegrapher teach telegraphy on the railway premises without the written permission of the superintendent.

ARTICLE XIV.

Attend Court, Etc.

Telegraphers called upon to attend court or investigations at the request of the prop-

er official of the railway will receive pay at their stated rate of salary; not more than one day's time for each twenty-four hours, and if away from home, will be allowed actual expenses on production of receipts.

ARTICLE XV.

Duty in Case of Accidents.

Telegraphers performing duties at wrecks, washouts or other emergency offices will be paid their stated salary and actual expenses on production of receipts.

ARTICLE XVI.

Hours of Duty.

(a) The regular hours of duty will be specified by the superintendent to all telegraphers. If required for service outside these hours telegraphers will be given an official order as authority and exoused in the same manner.

Sunday Work.

(b) Telegraphers (except train dispatchers) will not be required to work on Sundays, except when absolutely necessary to protect the railway's interests. When required to work on Sunday they will be so advised on the preceding Saturday and will be paid overtime for such service at time and one-half, based on schedule rates, twenty-six days per month. In no case will less compensation than two hours at time, and one-half be allowed.

(c) In circumstances where telegraphers are obliged to remain close at hand all day Sunday on account of calls being spread over the whole day, they will be paid for the whole day, and where, under the same circumstances, they are obliged to remain close at hand for half a day on Sunday, they will be paid for half a day. That is to say, if a telegrapher is required to come on duty two or three times in the forenoon and is free in the afternoon, he is to be paid one-half day, while if he is required three or more times during the entire day he will be paid one day.

Telegraphers' Overtime.

(d) Telegraphers (except train dispatchers) will be allowed overtime at the rate of time and one-half, based on schedule rate, 26 days per month, but in no case less than 45 cents per hour. Less than thirty minutes not to count, thirty minutes or over to count as one hour, except that telegraphers when required to remain on duty after regular hours, if detained 15 minutes, will be allowed one hour overtime for the first hour or any portion thereof.

Calls.

(e) If a telegrapher is called before or after office hours he will be allowed 65 cents, which shall cover one hour's service. If kept on duty more than one hour, overtime will be allowed thereafter as per Clause (d).

Overtime Tickets.

(f) Overtime will not be allowed unless overtime tickets are mailed to the proper official within forty-eight hours from the time the service is performed. If overtime as claimed is not allowed telegraphers will be notified in writing within ten days from the time such service is performed, setting

forth the reasons for disallowance. Telegraphers will number overtime tickets consecutively for each month.

Ten-Hour Day.

(g) At offices where two or less telegraphers are employed, ten consecutive hours, exclusive of meal hours, shall constitute a day's work.

(h) At offices where an agent and two operators are employed, ten consecutive hours per day, including meal hour, or at the railway's option eight consecutive hours, without meal hour, shall constitute a day's work. The agent at such offices shall not be required to perform any wire work, except in case of emergency.

Eight-Hour Day.

(i) At offices where three or more operators are employed, eight consecutive hours will constitute a day's work.

Rest.

(j) Except in cases of emergency telegraphers will have eight consecutive hours' rest per day.

Commencement of Duty.

(k) The hours of duty of all agents will commence between 6:00 and 8:00 a. m.

Meal Hours.

(l) Telegrapher working ten hours per day will be allowed sixty consecutive minutes for a meal between either 7:00 a. m. and 9:00 a. m., or 12:00 noon and 2:15 p. m. or 5:00 p. m. and 7:00 p. m., or between midnight and 2:30 a. m., or receive in lieu thereof one hour's overtime, provided that a day telegrapher working ten hours will be allowed his meal hour between 12:00 noon and 2:15 p. m. This will not apply to service rendered the express and commercial telegraph business.

(m) Nothing herein will prohibit a dispatcher from granting two meal hours to a telegrapher working ten hours. The intention being to grant regular meal hours so far as the business of the railway permits.

(n) A telegrapher called before his regular hours of duty, who cannot be let off for breakfast, will be entitled to pay for the meal hour.

Eight-Hour Day Telegraphers.

(o) Eight consecutive hours will constitute a day's work for telegraphers at the following points: Cochrane, Graham, Transcona, Mission, Redditt (during grain season), Hearst (when necessary), Raith (when necessary).

Note:—When only two operators are required at Hearst, the rate will be \$105.00 per month.

Eight-Hour Day Dispatchers.

(p) Eight consecutive hours' train dispatching and time required for transferring will constitute a day's work for a trick dispatcher. Train dispatchers will not be required to do clerical work that will interfere with the proper handling of their trains.

Dispatcher's Six-Day Week.

(q) If a train dispatcher is required to work outside of his regular assigned hours

or more than six days in a week, he will be paid overtime rate.

Swing Dispatchers.

(r) Swing dispatchers working less than six days per week as dispatchers will not have preference over relief dispatchers in relieving regular trick dispatchers on leave of absence for more than three days, nor will they be used during any portion of the week when not employed as dispatchers to fill any position to which another telegrapher is assigned, except when such telegrapher is on leave of absence.

Relief Dispatchers.

(s) Relief dispatchers, after one year's accumulative service as such, will take the rating of trick dispatcher according to length of service, three hundred and thirteen days to constitute one year in every case. Relief dispatchers will receive fifty cents per day expenses while away from headquarters.

ARTICLE XVII.

Leave of Absence.

Regular trick dispatchers will be allowed three weeks' leave of absence each year with full pay. Other telegraphers who have been in the employ of the railway three hundred days in one year will be allowed two weeks' leave of absence each year with full pay. If the railway finds it inconvenient to grant leave of absence during any year to a telegrapher entitled to it under this rule, the telegrapher shall at his option receive either compensation at his regular salary for the period or in the next year additional leave of absence for a like period.

Application for leave of absence filed in January of each year will be given preference in order of seniority of applicant, and applicants will be advised in February of dates allotted to them. January applicants will have preference over later applicants, and applicants after September 30th will not be entitled to any salary compensation, if the railway is not able to relieve them in that year. The railway will, as far as practicable, relieve all applicants during the summer months, when so desired.

Note:—Telegraphers will, on filing their applications for leave of absence, receive from their superintendent a letter advising that they have been granted such leave of absence or otherwise.

In the event of a telegrapher being discharged or leaving the service on proper notice before obtaining deferred leave of absence, he will be paid his salary for same.

ARTICLE XVIII.

Telegraph and Express Commissions.

Present arrangement of permitting telegraphers to accept commissions from express and telegraph companies doing business on the railway will be continued, but telegraphers will not be allowed overtime for attending regular passenger trains before or after their regular hours of duty to handle express or when called before or after their regular hours of duty to handle messages for such companies.

ARTICLE XIX.

Relief Agents.

A sufficient number of relief agents shall be appointed on each superintendent's district, who will receive \$120.00 per month, without expenses.

Relief Telegraphers.

Regular telegraphers called upon to do relief work temporarily will receive the salary of the man relieved, provided it is not less than their own, and seventy-five cents per day additional for expenses, if away from their regular station.

Spare Telegraphers.

Spare telegraphers called upon to do relief work will receive the salary of the man relieved. It is understood that when regular relieving agents are not engaged in relieving they may be used in the superintendent's, audit or other offices, or in any other clerical employment. Telegraphers who are junior in the service will not be given spare work in preference to qualified senior spare telegraphers, except where a junior spare telegrapher is relieving an agent or at an important point when to make a change would mean additional cost to the railway.

Vacancies to Be Advertised.

Vacancies in the regular relief agents' staff will be advertised in the usual way and the senior qualified applicant on each superintendent's district will receive the appointment.

Relief Agents' Promotion.

Regular relief agents will only be required for duty on their superintendent's district and will be eligible for promotion to positions within the territory (as specified in Clause 1, Article VI) from which they are taken.

ARTICLE XX.

Dwelling, Etc.

At stations where dwelling, fuel and light are provided, the dwelling will, as far as practicable, be reserved exclusively for the use of the agent and his family, unless he elects to reside elsewhere, in which case permanently appointed operator having a family is to have first refusal. The railway will keep the dwelling in good repair. Occupants must keep such dwellings and surroundings clean and must pay for repair other than those due to ordinary wear and tear.

When no dwelling, fuel and light perquisites are supplied agents, a minimum compensation of ten dollars (\$10.00) per month will be paid in lieu thereof.

Station offices, waiting rooms, etc., will be cleaned at the railway's expense.

ARTICLE XXI.

Claim Being Overworked.

If a telegrapher considers himself overtaxed, his statement to that effect to the proper official will be carefully considered, and if well founded relief will be granted.

When an agent asks for help the superintendent will either furnish it or arrange an investigation of conditions within ten days. If such investigation sustains the claim of the agent, the help will be furnished. If

such investigation is against the agent, the latter may file his protest with the superintendent, who will immediately ask the general superintendent to send a special investigator, familiar with station work, to report on the case, which will be within ten days. If such investigator reports that the help is required, it will be furnished forthwith. If he reports that it is not required, the agent may appeal direct to the general chairman, who, after investigating to satisfy himself, will handle the case as a grievance, beginning with the general superintendent.

In a case where the railway desires to reduce help, the agent will be given one week's notice, unless he agrees that he can spare the help at once. If the agent claims the assistance is still required, he will so advise his superintendent and the latter will conduct an investigation as outlined in the preceding paragraph.

If the agent is dissatisfied with the verdict, his protest to the superintendent will result in a special investigation at the instance of the general superintendent in the same manner as provided above; the same channels of appeal being open to the agent as therein outlined.

At points where operators are overworked or kept on duty an excessive length of time, upon furnishing particulars, the inspector of transportation will be instructed to go there and look into the conditions with the general chairman, or with any representative he may select, and if they recommend any change in conditions to relieve the operator, it will be arranged.

ARTICLE XXII.

The minimum monthly salaries will be as follows:

East of O'Brien—	
Telegraphers	\$ 78.00
Agents and telegraphers	85.00
Relief dispatchers	142.00
West of O'Brien—	
Telegraphers	\$ 87.00
Agents and telegraphers	94.00
Relief dispatchers	149.00

WAGE SCALE.

Station and Position.	Rate Per Mo.
Quebec, dispatcher	\$168.00
Bridge, agent.....	120.00
Day operator.....	102.00
Night operator.....	102.00
Cap Rouge, day operator	85.00
Night operator.....	85.00
St. Basile, agent.....	90.00
Portneuf, agent.....	85.00
St. Marc, agent.....	87.00
St. Casimir, agent.....	87.00
St. Prôspere, agent.....	85.00
St. Adelphe, agent.....	87.00
Doheny, agent.....	85.00
La Chat, agent.....	90.00
La c Beauce, agent.....	85.00
La Tuque, agent.....	120.00
Day operator.....	90.00
Night operator.....	90.00
Fitzpatrick, agent.....	115.00
Night operator.....	95.00
Sanmaur, agent.....	95.00
Parent, agent.....	120.00
Night operator.....	95.00

Station and Position.	Rate Per Mo.	Station and Position.	Rate Per Mo.
Monet, day operator.....	\$ 78.00	Larson, operator.....	\$ 87.00
Doucet, agent.....	115.00	Night operator.....	87.00
Night operator.....	95.00	Oscar, operator.....	87.00
Nottaway, agent.....	95.00	Night operator.....	87.00
Amos, agent.....	110.00	Quorn, operator.....	87.00
Night operator.....	90.00	Night operator.....	87.00
Spirit Lake, agent.....	90.00	Tannin, operator.....	87.00
O'Brien, agent.....	120.00	Night operator.....	87.00
Night operator.....	95.00	Hunt, operator.....	87.00
Makamik, agent.....	98.00	Night operator.....	87.00
Lasarre, agent.....	98.00	Superior Junction, agent and operator	115.00
LaReine, agent.....	96.00	Superior, operator.....	90.00
Lowbush, agent.....	96.00	Graham, dispatchers.....	179.00
Cochrane, first operator.....	108.00	Agent.....	160.00
Second operator.....	105.00	Night agent.....	110.00
Third operator.....	105.00	First operator.....	110.00
Pullen, operator.....	87.00	Second operator.....	110.00
Smooth Rock Falls, agent.....	122.00	Third operator.....	110.00
Operator.....	95.00	Hudson, agent.....	95.00
Jacksonboro, agent.....	115.00	Webster, operator.....	87.00
Pauquier, agent.....	95.00	Millidge, operator.....	87.00
Kapuskaing, agent.....	115.00	Hunter, operator.....	87.00
Night operator.....	92.00	McIntosh, operator.....	87.00
Mattice, operator.....	87.00	Quibell, agent.....	94.00
Hearst, agent.....	140.00	Jones, operator.....	87.00
First operator.....	104.00	Redditt, agent.....	132.00
Second operator.....	101.00	First operator.....	110.00
Third operator.....	101.00	Second operator.....	110.00
Kabina, operator.....	87.00	Third operator.....	110.00
Savoff, operator.....	87.00	Minaki, agent.....	105.00
Ogahalla, operator.....	87.00	Malachi, agent.....	95.00
Grant, dispatcher.....	179.00	Elma, agent and operator.....	98.00
Agent.....	125.00	Vivian, day operator.....	87.00
Kowkash, agent.....	94.00	Night operator.....	87.00
Tashota, agent.....	94.00	Dugald, agent.....	98.00
Minataree, operator.....	87.00	Transcona, first operator.....	110.00
Armstrong, agent.....	125.00	Second operator.....	110.00
Operator.....	105.00	Third operator.....	110.00
Operator.....	105.00		
Jacobs, operator.....	87.00		
Bucke, agent.....	95.00		
Smith, operator.....	87.00		
Fort William, operator.....	110.00		
Mission Yard, first operator.....	110.00		
Second operator.....	110.00		
Third operator.....	110.00		
Dona, operator.....	87.00		
Raith, agent.....	125.00		
First operator.....	110.00		
Second operator.....	110.00		
Third operator.....	110.00		

ARTICLE XXIII.

This schedule is to remain in effect for one year from November 1st, 1917, and thereafter, unless and until terminated, by thirty (30) days' notice to be given by either party, after the expiration of one year.

For the Telegraphers,
J. J. TRAINOR,
General Chairman.

For the Railways,
P. P. BRADY,
General Manager Western Lines.

Canadian Northern Railway System

LINES EAST OF PORT ARTHUR, ONT.

(TAKING EFFECT JULY 1, 1917.)

PREAMBLE.

The following rules and wages will govern the telegraphers on the Canadian Northern Eastern Lines exclusive of the Halifax and South Western Railway:

When additional telegraphers' positions are created, compensation will be fixed in conformity with that for positions of the same class as shown by this schedule.

ARTICLE I.

All employees assigned by proper authority

to railway telegraph or railway telephone service of any character or duration, and also the station agents incorporated in the accompanying schedule of wages, will be considered telegraphers within the meaning of this schedule, and are so called herein. See explanatory note.

ARTICLE II.

Promotion.

(a) The right of promotion of telegraphers (except train dispatchers) will extend over

each superintendent's district, and will be governed by merit, fitness and ability; where these are sufficient the senior telegrapher will be given the preference, provided that telegraphers (except train dispatchers) of not less than two years' service will on application be transferred from one superintendent's district to another on the general division within thirty days from date of such application, and when so transferred will be allowed seniority on the new district to the extent of three-fourths their length of service on the district from which transferred. In such case the telegrapher making the transfer will take his place on the extra list, and will have the right to file into bulletined positions as per Clause (c) hereof.

Transfer.

A telegrapher applying for a transfer will be given a transfer certificate showing his length of service and the capacities in which he has been employed on the said general division, which will be his authority for claiming his seniority on the district to which he is transferring.

Transfer certificates will not be valid unless filed with the superintendent of the district to which transfer is being made within thirty days from date of issue.

Seniority.

(b) A telegrapher's seniority will date from the time he last entered the service as a telegrapher. Seniority will only be exercised when vacancies occur.

The seniority of telegraphers employed on lines under construction or absorbed by the company will date from their last appointment as telegraphers on such lines. When newly constructed lines are taken over by the operating department all the telegraphers' positions will be considered vacant and they will be bulletined over the general division, and any telegrapher in line of promotion to them will have fifteen days within which to make application for same.

Advertising Vacancies.

(c) All vacancies and permanent appointments will be immediately bulletined by a "23" message over the superintendent's district. When vacancies in positions are bulletined, the bulletin will state rate of compensation.

Applications for vacancies must be made within ten days from date of bulletin.

Declining Promotion.

A telegrapher declining to accept promotion in any instance does not forfeit his right to the same or any other position he may be entitled to under seniority when a vacancy occurs.

A telegrapher on leave of absence when a vacancy occurs will not be debarred from claiming position and receiving appointment on resuming duty if entitled to it.

A vacancy will be filled within thirty days after it occurs by the appointment of the man entitled to it.

Temporary Appointment.

When a vacancy occurs the superintendent will fill the same by appointing the senior man who is, in his opinion, entitled to the position, but that will not prevent any telegrapher senior to the man so appointed

claiming his right under Clause (a) hereof to the position, provided he files his protest within ten days after the appointment has been bulletined as above.

Preference.

(d) Telegraphers, in the employ will be given preference in filling vacancies or openings on extensions or new lines of the general division, their applications to be endorsed by the superintendent of the district on which the applicant is employed.

Reduction of Staff.

(e) In case of reduction in the number of telegraphers employed, the junior telegraphers on the superintendent's districts will be first dispensed with. If their services were satisfactory they will, on application, be given a transfer certificate which will entitle them to preference in filling new positions or vacancies on other districts of the system, provided they are available when required.

Positions Abolished.

(f) If a position included in the attached schedule is abolished, the telegrapher will be entitled to the position held by the junior permanently located telegrapher on the superintendent's district.

Seniority List.

(g) A complete list of all telegraphers on each superintendent's district, showing their seniority standing, will be kept on file in the respective train dispatching offices, open to inspection by all telegraphers concerned. This list will be subject to correction on proper representation from any telegrapher, and a copy of it, corrected to date, will be furnished the general chairman at the beginning of each year.

Exclusive Right of Promotion.

(h) Telegraphers will have the exclusive right to any position incorporated in the wage schedule, and any telegraphers' positions subsequently added in accordance with the preamble, also to any new telegraphers' positions created by the absorption of other lines or the construction of new lines when vacancies in such positions occur.

Eligibility of Agents.

(i) Telegraphers will also be eligible and considered in line of promotion to the position of agent at any of the stations not incorporated in the wage schedule which have been omitted in view of conditions which may make it impracticable or unfair to fill these positions exclusively from one branch of the service.

Official Promotion.

(j) Telegraphers promoted to official positions with the company will retain their seniority according to the class from which promoted.

Dispatchers' Promotion.

(k) The right of promotion of train dispatchers will extend over the general division and will be governed by merit and ability; these being sufficient, the senior train dispatcher will have the preference. The order of promotion of train dispatchers will be from the senior relieving dispatcher to trick dispatcher.

Dispatcher's Seniority.

The seniority of a train dispatcher will date from the time he was first appointed a trick dispatcher.

A train dispatcher will retain his seniority standing in the ranks of the agents and operators.

Relief Dispatchers.

Relieving train dispatchers will be appointed from their respective superintendents' districts, if available, in accordance with Clause (c) of this article, and will be allowed sufficient time, without pay, to learn the work of train dispatching under a regular trick dispatcher, such time not to exceed two weeks, and they will remain on such district until they receive promotion to a steady trick, which may be claimed at any office on the general division at which a vacancy occurs.

Advertising Dispatchers' Vacancies.

All vacancies and permanent appointments in dispatchers' positions or new dispatchers' positions created will be immediately advertised over the said general division.

Application must be made within ten days of date of bulletin, and vacancy will be filled within thirty days after it occurs by the appointment of the dispatcher entitled to it. If a train dispatcher's position is abolished he will be entitled to the position held by the junior permanently located dispatcher on the said general division.

Linemen's Promotions.

(1) The right of promotion of linemen will extend over each general superintendent's division and will be governed by merit and ability; where these are sufficient seniority will be given preference. Vacancies and appointments will be advertised and filled as provided in Clause (c) of this article.

ARTICLE III.**Discipline and Investigation.**

No telegrapher shall be suspended (except for investigation), discharged or disciplined until his case has first been investigated and he has been proven guilty of the offence charged against him; the decision in such case to be arrived at within ten days from date of such suspension.

If a telegrapher is found blameless in the matter under investigation he will be paid at the schedule rates for the time lost and extra expenses while attending such investigation, if away from home, and be reinstated. If detained more than ten days awaiting investigation at the company's instance, he will be paid schedule wages for the time in excess of ten days, whatever the decision may be.

Telegraphers may have the assistance of a co-telegrapher if they so desire.

Result.

A written statement setting forth the result of the investigation and the reasons therefor will be furnished by the company to the local board of adjustment, if requested by it.

ARTICLE IV.**Lack of Conveniences.**

Lack of conveniences, such as school facilities, etc., will be taken into consideration

in locating telegraphers, but only when this can be done without infringing on the rights of their seniors in the service.

ARTICLE V.**Relief for Committee.**

Telegraphers serving on boards of adjustment representing telegraphers will be relieved from unnecessary delay (not to exceed ten days) and will be furnished free transportation for such purpose.

ARTICLE VI.**Attending Meetings.**

Telegraphers will be granted free transportation and leave of absence to attend their meetings. Such free transportation will not extend beyond the next subdivision adjoining their superintendent's district, and the leave of absence will not exceed two days and will only be granted when it will not interfere with the requirements of the traffic and the service, and provided the company is not thereby put to additional expense.

ARTICLE VII.**Transfers.**

When a telegrapher is transferred by order of the proper official, the company will furnish free transportation for himself, and family and household goods, and he shall suffer no loss of time in consequence.

ARTICLE VIII.**Attending Court Expenses.**

Telegraphers attending court or investigation at the request of the proper official of the company will have their extra expenses paid by the company, in addition to their schedule wages.

ARTICLE IX.**Students.**

Telegraphers will not be required to teach telegraphy nor admit students not members of the station staff to their offices.

ARTICLE X.**Emergency Work.**

Telegraphers required to work at wrecks, washouts or slides, will, in inclement weather, be provided with shelter, and be paid the necessary expenses for the time away from home.

ARTICLE XI.**Service Cards Returned.**

A telegrapher securing employment with the company will within thirty days from date of employment have returned to him all service cards and letters of recommendation which have been taken up by the company, except any previously issued by the company.

ARTICLE XII.**Certificate of Service.**

A telegrapher leaving the service of the company will, on request, and within five days, be furnished with a certificate by the proper official, stating term or terms of service capacities in which employed, and whether discharged or leaving the service of his own accord. If discharged, cause of dismissal will be stated. If detained more

than five days awaiting such certificate, he will be paid schedule wages for all time in excess of five days.

Unless otherwise requested, this certificate will be mailed to the telegrapher at the place of his last employment.

ARTICLE XIII.

Objectionable Work.

Telegraphers will be exempt from shoveling snow, stenciling cars, sifting coal ashes, attending to flower gardens, scrubbing stations, cleaning chimneys, unloading, cutting or piling fuel, cleaning or disinfecting cars or outbuildings and any other work not incidental to the usual work of a telegrapher unless reasonably compensated therefor.

ARTICLE XIV.

Dwelling Reserved for Agents.

At stations where dwellings, fuel and light are provided, the dwelling will, as far as practicable, be reserved exclusively for the use of the agent and his family unless he elects to reside elsewhere.

House Rent.

A deduction of five dollars per month will be made from schedule wages of all telegraphers occupying company's dwelling, unless in the opinion of the superintendent such amount should be reduced.

No deductions for rent will be made where the telegrapher does not occupy the dwelling.

Fuel.

When wood is supplied as fuel it will be cut in lengths not exceeding sixteen inches.

Dwelling Retained After Dismissal.

A telegrapher occupying a company's dwelling who is dismissed from the service will be allowed to retain possession of the dwelling until he has been paid all moneys due him by the company.

Repairs.

The company will keep its dwellings in good repair. Occupants must keep such dwellings and their surroundings clean and must pay for repairs other than those due to ordinary wear and tear.

ARTICLE XV.

Sunday Work.

Telegraphers (except train dispatchers) required to work on Sunday, will be paid extra pro-rata on schedule salaries for such service based on twenty-six days per month, (any portion of an hour less than thirty minutes not to count; any portion of an hour thirty minutes or over to count as one hour), with a minimum compensation of thirty-five cents for each call which shall cover the first hour's service. If kept on duty more than one hour they will thereafter be paid pro-rata on schedule salary based on twenty-six days per month, but in no case less than thirty-five cents per hour.

Sunday Duty.

When a telegrapher is called for duty on Sunday outside his assigned week day hours he will receive the rate of fifty cents for each call which will if necessary cover one hour's service; if he be required longer than

one hour he will then be paid overtime as per Clause (c) of Article XX.

In instances where telegraphers are required to remain close at hand all day Sunday on account of calls being spread over the whole day, they will be paid for a whole day, and where under the same circumstances, they are obliged to remain close at hand for half a day, they will be paid for half a day. That is to say, if a telegrapher is required to come on duty two or three times in the forenoon and is free in the afternoon he will be paid for the half day, while if he is required three or more times during the entire day he is to be paid one day pro-rata on regular salary. For two calls on Sunday a half day's pay will be allowed and for three or more calls a full day's pay will be allowed, except when the three calls come within the period of one half day, in which case one-half day's pay will apply.

Sunday Work for Dispatchers.

Dispatchers required to work more than six days in each week will be paid overtime pro-rata for same based on twenty-six days per month.

Commercial Messages.

Telegraphers will be required to handle commercial messages on Sunday only during hours required for railway service, except on agreement.

Telegraphers required for Sunday duty other than attendance on regular passenger trains, shall be so advised on the previous day.

ARTICLE XVI.

Attending Lamps.

If telegraphers are required to attend switch, semaphore or yard limit lamps, they will receive two dollars per month for two or less such lamps, and sixty-five cents per month for each additional lamp.

Nothing in this article will relieve telegraphers from their responsibilities under the rules.

Telegraphers will keep train order signal lamps in good condition and lighted when required, during their regular hours of duty, without extra compensation.

ARTICLE XVII.

Attending Pumping Engines.

Telegraphers who attend pumping engines or windmills, which work will be optional with them, will be paid ten dollars per month for attending to pumping engines or windmills, and five dollars per month for attending to windmills only.

Attending Fires.

Telegraphers shall within office hours attend fires under water tanks within a quarter of a mile of their stations, and must see that fire is in good condition immediately before going off duty, without extra compensation.

ARTICLE XVIII.

Temporary Relief Work.

A telegrapher required to leave his permanent location to do relief work temporarily will, without change in salary, be allowed all necessary expenses on production of voucher.

Temporary Relief Work Wages.

Other telegraphers doing relief work, except regular relieving telegraphers, will be paid the same wages without expenses as the telegraphers they relieve, provided wages are not less than their own.

Sufficient Relief.

Sufficient relief agents will be supplied to meet all reasonable demands. Any telegrapher relieving an agent will be considered a relief agent.

ARTICLE XIX.**Telegraph Commissions.**

The income accruing to a station on account of telegraph commission will be equitably divided between the telegraphers performing the service, the agent being entitled to not less than one-third of the total amount.

ARTICLE XX.**Hours Service.**

(a) At offices where two or less telegraphers are employed, ten consecutive hours, exclusive of meal hour, shall constitute a day's work.

At offices where more than two operators are employed, not more than ten consecutive hours' service, including meal hour or at the company's option eight consecutive hours without meal hour, shall constitute a day's work.

Except in cases of emergency, telegraphers will have eight consecutive hours rest per day.

The hours of duty of all agents will commence between the hours of 6:00 and 9:00 o'clock a. m.

Meal Hour.

(b) Telegraphers working ten hours per day will be allowed sixty consecutive minutes for a meal between 7 and 9 a. m., 12 noon and 2:30 p. m. or between 5 and 7 p. m., or between midnight and 2:30 a. m., or receive in lieu thereof one hour overtime, provided that a day telegrapher working ten hours will be allowed his meal hour between 12 noon and 2:30 p. m. This will not apply to service rendered the express or commercial telegraph business.

Nothing herein will prohibit a dispatcher from granting two meal hours to a telegrapher working ten hours, the intention being to grant regular meal hours, as far as the business of the company permits.

Overtime Rates.

(c) Overtime will be computed pro-rata on schedule wages based on twenty-six days per month; but in no case less than at thirty-five cents per hour, less than thirty minutes not to count, thirty minutes or over to count as one hour, except that telegraphers required to remain on duty after regular hours, if detained fifteen minutes will be allowed one hour overtime for the first hour or any portion thereof.

Special Calls.

(d) If a telegrapher is called before or after office hours, he will be allowed fifty cents, which shall cover one hour's service. If kept on duty more than one hour overtime will be allowed thereafter as per Clause (c) except when a telegrapher residing in a

station dwelling is required to attend a schedule train due at his station within three hours after his regular ten hours duty, he will receive the minimum compensation of thirty-five cents for the first hour of duty or any portion thereof; if kept on duty more than sixty minutes, overtime will be allowed as per Clause (c).

(e) When telegraphers are required to be on hand to keep waiting rooms open for the accommodation of passengers waiting for late trains, they will be allowed overtime whether required for wire work or not, provided they obtain the necessary instructions to remain on duty to look after passengers.

Hours Specified.

(f) The regular hours of duty will be specified by the superintendent to all telegraphers. If required for service outside these hours, telegraphers will be given an official order and excused in the same manner.

The assigned hours of duty for telegraphers shall be the same on each day of the week.

Overtime Tickets.

(g) Overtime will not be allowed unless overtime tickets are mailed to the proper official within forty-eight hours from the time the service was performed. If overtime as claimed is not allowed, telegraphers will be notified in writing within ten days from the time such service was performed, setting forth the reasons for disallowance.

Telegraphers will number overtime tickets consecutively for each month.

ARTICLE XXI.**Dispatcher's Hours of Service.**

Eight consecutive hours train dispatching and time required to make transfer will constitute a day's work for a train dispatcher. Train dispatchers will not be required to do clerical work which will interfere with the proper handling of their trains.

Train dispatchers who are relieved one day a week, will be relieved on the same day of each week, which work must be performed by the regular relief dispatcher.

ARTICLE XXII.**Telegraphers Overtaxed.**

If a telegrapher considers himself overtaxed, his statement to that effect to the proper official will be carefully considered, and if well founded, relief will be granted.

ARTICLE XXIII.**Abolition of Commission.**

When the handling of express or telegraph business for which a commission payment is allowed, is withdrawn from any telegrapher, the wages will be adjusted to conform with that of similar stations in the same locality where such work is not performed by them.

ARTICLE XXIV.**Incompetence.**

When a telegrapher is assigned to a position and after a fair trial is found incompetent, he will take his place on the extra list, retaining his seniority rights.

ARTICLE XXV.

Vacation.

Train dispatchers will be allowed three weeks' leave of absence each year with full pay. Other telegraphers who have been in the employ of the company four or more consecutive years will be allowed two weeks leave of absence each year, with full pay. If the company find it inconvenient to grant leave of absence during any year to a telegrapher entitled to it under this rule, the telegrapher shall at his option receive either compensation at his regular salary for the period or in the next year additional leave of absence for a like period.

Applications for leave of absence filed in January of each year will be given preference in order of seniority of applicants, and applicants will be advised in February of dates allotted to them. January applications will have preference over later applicants, and applicants for the thirtieth of September will not be entitled to salary compensation if the company is unable to relieve them in that year.

The company will, as far as practicable, relieve all applicants during the summer season, when so desired.

In the event of a telegrapher being discharged or leaving the service on proper notice before obtaining the deferred leave of absence, he will be paid his salary for same.

ARTICLE XXVI.

Transportation Household Goods.

Telegraphers in the employ of the company will be granted free transportation for themselves and dependent members of their families in accordance with the established custom in effect on the railway.

ARTICLE XXVII.

Revision Schedule.

Application may be made to the general manager direct for a general revision of schedule.

ARTICLE XXVIII.

There will be no change made in the foregoing rules or the rates of pay except on thirty days' notice.

ARTICLE XXIX.

Minimum Monthly Wages for Telegraphers.

East of Foleyet—Operators, \$70.00; agents, \$75.00; relief agents, \$87.50; linemen, \$80.00. Foleyet and west—Operators, \$80.00; agents, \$85.00; relief agents, \$92.00; linemen, \$85.00.

Train Dispatchers.

East of Foleyet—1st year, \$136.50; 2d year, \$142.50; 3d year, \$153.50; relief, \$130.50.

Foleyet and west—1st year, \$142.50; 2d year, \$147.50; 3d year, \$159.50; relief, \$136.50.

Relief dispatchers after 315 days' service as such will take the rating of a first year regular trick dispatcher.

Relieving dispatchers will receive fifty cents per day expenses while away from headquarters.

Relieving agents will receive one dollar a day expenses when away from headquarters.

Linemen will receive actual expenses while away from headquarters.

Note.—Clause (1) of Article II and Article XXIX only, apply to linemen.

ARTICLE XXX.

WAGE SCALE.

Lake Superior District.

Station and Position.	Rate Per Mo.
Dorion, agent.....	\$ 85.00
Niigon, agent.....	85.00
Night operator.....	80.00
Orient Bay, agent.....	85.00
Jellico, agent.....	100.00
Operator.....	80.00
Longuelac, operator.....	80.00
Caramat, day operator.....	80.00
Night operator.....	80.00
Hillsport, operator.....	80.00
Hornepayne, agent.....	100.00
Night operator.....	80.00
Oba, agent.....	85.00
Fire River, operator.....	80.00
Agate, operator.....	80.00
Foleyet, agent.....	100.00
Operator.....	80.00
Gogama, operator.....	80.00
Kashbaw, operator.....	80.00
Ruel, agent.....	84.00
Milnet, agent.....	88.00
Capreol, agent.....	106.00
Day operator.....	90.00
Night operator.....	85.00
Field, agent.....	80.00
North Bay, agent.....	115.00
Alderdale, agent.....	80.00
Brent, agent.....	100.00
Operator.....	75.00
Pembroke, agent.....	90.00
Beachburg, agent.....	85.00
Bristol, agent.....	76.00
Hanmer, agent.....	79.00
Sudbury Jct., agent.....	79.00
Sudbury, agent.....	130.00
Day operator.....	83.00
Night operator.....	83.00
Coniston, agent.....	80.00
Key Junction, agent.....	83.00
Mowatt, agent.....	78.00
Deer Lake, agent.....	85.00
Parry Sound, agent.....	115.00
Day operator.....	80.00
Night operator.....	78.00

Toronto District.

Lake Joseph, agent.....	\$ 80.00
Footes Bay, agent.....	75.00
Bala Park, agent.....	80.00
Torrance, agent.....	78.00
Washago, agent.....	75.00
Udney, agent.....	75.00
Brechin, agent.....	75.00
Beaverton, agent.....	87.00
Pefferlaw, agent.....	75.00
Mount Albert, agent.....	75.00
Gormley, agent.....	75.00
Richmond Hill, agent.....	87.00
Rosedale, day operator.....	90.00
Toronto (V) Office, first operator.....	100.00
Second operator.....	95.00
Third operator.....	95.00
Malvern, agent.....	75.00
Cherrywood, agent.....	75.00
Greenburn, agent.....	77.00
Oshawa, agent.....	80.00
Night operator.....	70.00

*Operator acting as wire chief will receive additional \$10.00 per month.

Station and Position.	Rate Per Mo.	Station and Position.	Rate Per Mo.
Solina, agent.....	\$ 75.00	Huberdeau, agent.....	\$ 85.00
Tyrone, agent.....	78.00	Morin Heights, agent.....	75.00
Orono, agent.....	85.00	16 Island, agent.....	75.00
Starkville, agent.....	75.00	St. Sauveur, agent.....	75.00
Ossaca Town, agent.....	75.00	Hawkesbury, agent.....	120.00
Port Hope, agent.....	105.00	Day operator.....	75.00
Cobourg, agent.....	105.00	Night operator.....	75.00
Day operator.....	70.00	Lachute, agent.....	85.00
Night operator.....	70.00	St. Jerome, agent.....	112.50
Grafton, agent.....	75.00	Day operator.....	75.00
Colborne, agent.....	85.00	Night operator.....	70.00
Brighton, agent.....	85.00	New Glasgow, agent.....	75.00
Trenton, agent.....	135.00	Ste. Julienne, agent.....	83.00
Day operator.....	90.00	Montcalm, agent.....	75.00
Night operator.....	85.00	St. Tite, agent.....	95.00
Consecon, agent.....	75.00	St. Thecle, agent.....	83.00
Hillier, agent.....	75.00	Hervey Jct., agent.....	100.00
Wellington, agent.....	84.00	Operator and clerk.....	75.00
Bloomfield, agent.....	84.00	Night operator.....	75.00
Pictou, agent.....	110.00	Lac Aux Sables, agent.....	75.00
Day operator.....	70.00	Noire Dame, agent.....	77.00
Frankford, agent.....	84.00	Cap Rouge, agent.....	75.00
Marmora, agent.....	80.00	Neuville, agent.....	75.00
Eldorado, agent.....	75.00	Donnaconna, agent.....	90.00
Bannockburn, agent.....	75.00	Portneuf, agent.....	80.00
Millbridge, agent.....	75.00	St. Marc Quarries, agent.....	75.00
Coe Hill, agent.....	75.00	St. Casimer, agent.....	95.00
Gilmour, agent.....	75.00	St. Prosper, agent.....	75.00
L'Amable, agent.....	75.00	St. Stanislas, agent.....	80.00
Bancroft, agent.....	95.00	Garneau Jct., agent.....	100.00
Maynooth, agent.....	76.00	Day operator and clerk.....	75.00
Belleville, agent.....	115.00	Night operator.....	75.00
Day operator.....	85.00	Grand Mere, agent.....	120.00
Night operator.....	80.00	Day operator.....	75.00
Thurlow, agent.....	75.00	Night operator.....	75.00
Mohawk Camp, agent.....	76.00	Shawinigan Falls, agent.....	120.00
Night operator.....	70.00	Day operator.....	75.00
Deseronto, agent.....	110.00	Night operator.....	75.00
Day operator.....	72.50	Aldred Jct., agent.....	80.00
Night operator.....	70.00	Night operator.....	75.00
Napanee, agent.....	110.00	St. Boniface, agent.....	78.00
Day operator.....	72.50	Charette, agent.....	89.00
Strathcona, agent.....	75.00	St. Paulin, agent.....	88.00
Newburgh, agent.....	76.00	Night operator.....	70.00
Yarker, agent.....	100.00	St. Ursule, agent.....	78.00
Night operator.....	70.00	St. Justin, agent.....	75.00
Sydenham, agent.....	85.00	St. Cuthbert, agent.....	75.00
Elgin, agent.....	76.00	St. Elizabeth, agent.....	78.00
Porfari, agent.....	80.00	Joliette, agent.....	122.50
Portland, agent.....	76.00	Day operator.....	85.00
Smith's Falls, agent.....	115.00	Night operator.....	85.00
Night operator.....	70.00	Rawdon, agent.....	89.00
Richmond, agent.....	85.00	St. Jacques, agent.....	89.00
Rideau Jct., day operator.....	82.50	L'Epiphanie, agent.....	92.00
Night operator.....	82.50	L'Assomption, agent.....	89.00
Ottawa, agent.....	150.00	St. Paul L'Ermite, agent.....	75.00
Hurdman, day operator.....	82.50	Charlemagne, agent.....	78.00
Night operator.....	82.50	Pointe Aux Trembles, agent.....	80.00
Brockville, agent.....	110.00	Montreal East, agent.....	85.00
Day operator.....	75.00	Longue Point, day operator.....	90.00
Lyn, agent.....	75.00	Night operator.....	85.00
Athens, agent.....	80.00	Maisonneuve, agent.....	75.00
Delta, agent.....	75.00	Montreal (Moreau St.), ticket agent and operator.....	110.00
Crosby, agent.....	75.00	Montreal (F.A.) Office, operator.....	75.00
Newboro, agent.....	75.00		
Westport, agent.....	80.00	Lake St. John District.	
Enterprise, agent.....	75.00	Quebec, operator.....	\$ 87.00
Moscow, agent.....	75.00	Limouliou, agent.....	105.00
Tamworth, agent.....	75.00	Day operator.....	82.00
Marlbank, agent.....	75.00	Night operator.....	82.00
Tweed, agent.....	90.00	Loretteville, agent.....	83.00
Queensboro, agent.....	75.00	Valcartier, agent.....	75.00
		Lake St. Joseph, agent.....	75.00
		St. Raymond, agent.....	100.00
		Night operator.....	70.00
Montreal District.			
Rockland, agent.....	\$ 87.00		
L'Orignal, agent.....	80.00		

Station and Position.	Rate Per Mo.
Allens Mills, agent.....	\$ 75.00
Perthuis, agent.....	75.00
Riviere A Pierre, agent.....	105.00
Day operator.....	82.00
Night operator.....	82.00
Linton Jct., agent.....	80.00
Latuque, agent.....	95.00
Day operator.....	70.00
Lake Edward, agent.....	80.00
Night operator.....	70.00
Kiskisink, operator.....	70.00
Lac Bouchette, agent.....	76.00
Chambord Jct., agent.....	87.00
Night operator.....	70.00
Roberval, agent.....	88.00
Day operator.....	70.00
Metabatchouan, agent.....	81.00
St. Gideon, agent.....	76.00
Hebertville, agent.....	90.00
Day operator.....	70.00
Jonquiere, agent.....	103.00
Day operator.....	75.00
Night operator.....	75.00
Chicoutimi, agent.....	95.00
Day operator.....	75.00
Night operator.....	70.00

EXPLANATORY NOTES AND INTERPRETATION OF RULES.

ARTICLE I.

Telephone operators in charge of switchboards, etc., but who do not transmit train

orders or messages, are not to be considered as telegraphers.

The term "station agent" applies to any employe assigned by proper authority to be the company's authorized representative at any station, who receives or remits moneys or does the accounting of the company's business at that point.

ARTICLE XX.

On the Central Ontario, Bay of Quinte, and Brockville and Westport subdivisions, the ten hours of service may be spread over a twelve-hour period by assigning the telegrapher two hours for meal hour at noon time.

ARTICLE XXI.

If, owing to changed conditions it is desired to make any change in the hours of train dispatchers it will be done only on agreement between the proper officers of the company, and the telegraphers' committee.

ARTICLE XXIII.

Compensation in lieu of commissions withdrawn will be fixed by agreement between the superintendent and telegrapher concerned, or if unable to agree, by appeal to other officers of the company.

The foregoing rules, rates of pay, and interpretations are hereby accepted.

D. B. HANNA,
Third Vice-President.
L. F. MUNCEY,
General Chairman.

Canadian Northern Railway

LINES WEST OF PORT ARTHUR.

TAKING EFFECT DECEMBER 1, 1917.

Preamble.

The following reules and wages will govern the telegraphers on the Canadian Northern Railway:

When additional telegraphers' positions are created, compensation will be fixed in conformity with that for positions of the same class as shown by this schedule.

ARTICLE I.

All employes assigned by proper authority to railway telegraph or railway telephone service of any character or duration, and also the station agents incorporated in the accompanying schedule of wages, will be considered telegraphers within the meaning of this schedule, and are so called herein.

ARTICLE II.

(a) The right of promotion of telegraphers (except train dispatchers and linemen) will extend over each general superintendent's district, and will be governed by merit, fitness and ability; where these are sufficient the senior telegrapher will be given the preference, provided that telegraphers (except train dispatchers and linemen) of not less than two years' service will on application be transferred from one general superintendent's district to another on the gen-

eral districts, within thirty days from date of such application, and when so transferred will be allowed seniority on the new district to the extent of three-fourths their length of service on the district from which transferred. In such case the telegrapher making the transfer will take his place on the extra list and will have the right to file into bulletined positions as per Clause (c) hereof.

A telegrapher applying for a transfer will be given a transfer certificate showing his length of service, and the capacities in which he has been employed on the said general districts, which will be his authority for claiming his seniority on the district to which he is transferring.

Transfer certificates will not be valid unless filed with the superintendent of the division to which transfer is being made within thirty days from date of issue.

(b) A telegrapher's seniority will date from the time he last entered the service as a telegrapher.

The seniority of telegraphers employed on lines under construction or absorbed by the company will date from their last employment as a telegrapher on such lines. When newly constructed lines are taken over by the operating department all telegraphers' positions will be considered vacant, and they

will be bulletined over the general districts, and any telegrapher in line of promotion to them will have fifteen days within which to make application for same. When two or more telegraphers are employed on the same day, their seniority standing will be determined by the time they start work.

(c) All vacancies and appointments will be immediately bulletined by a "23" message over the superintendent's division. When vacancies in positions are bulletined, the bulletin will state rate of compensation and whether or not the company supplies a dwelling. Applications for vacancies must be made within ten days from date of bulletin.

Telegraphers (except train dispatchers and linemen) desiring to exercise their seniority or promotion rights on the general superintendent's district other than on the division on which they are located, will so advise their superintendent, who will furnish them with copies of vacancy bulletins on other divisions of the general district and such telegrapher may make application for same through his superintendent, which application will receive consideration as per Clause (a).

A telegrapher declining to accept promotion in any instance does not forfeit his rights to the same or any other position he may be entitled to under seniority when a vacancy occurs. A telegrapher on leave of absence when a vacancy occurs will not be debarred from claiming position and receiving appointment if entitled to it, provided that such claim is made within thirty days from date of bulletin of vacancy. A vacancy will be filled within thirty days after it occurs by the appointment of the man entitled to it. Chief dispatchers or other officials will advise local chairman of all vacancies.

If a telegrapher receives consent from the company to leave the service for a period of six months or less he may retain his position and seniority for that period. If his leave of absence is extended beyond six months his position will at once be bulletined vacant, and seniority forfeited. This is not intended to apply to cases of sickness which are, in the opinion of the superintendent and local chairman, bona fide.

Telegraphers applying for a position advertised may, if they so desire, cancel their application within fifteen days from the date of advertising the vacancy. Should the senior applicant withdraw or not receive the appointment the next senior qualified applicant who has not withdrawn will then be appointed without another bulletin being issued advertising the vacancy. After such period of fifteen days, a request to cancel or withdraw his application will not be considered, and the position from which he is transferring will be immediately advertised, and he cannot again bid in his former position until it again becomes vacant.

When a vacancy occurs, the superintendent will fill the same by appointing the senior man who is, in his opinion, entitled to the position, but that will not prevent any telegrapher senior to the man so appointed claiming his right under Clause (a) hereof to the position, provided he files his protest within ten days after the appointment has been bulletined as above.

(d) Telegraphers in the employ will be given preference in filling vacancies or openings on extensions or new lines of the general districts, their applications to be endorsed by the superintendent of the division on which applicant is employed.

When a new line is taken over, and stations are subsequently added to it, the first manning of these positions will be advertised over the general districts until the expiration of two years from the date the line was taken over.

(e) In case of reduction in the number of telegraphers employed, the junior telegraphers on the superintendent's division will first be dispensed with. If their services were satisfactory they will, on application, be given a transfer certificate which will entitle them to preference in filling new positions or vacancies on other districts of the system provided they are available when required.

(f) If a position included in the attached schedule is abolished, the telegrapher will be entitled to the position held by the junior permanently located telegrapher on the superintendent's division.

(g) A complete list of all telegraphers on each superintendent's division, showing their seniority standing, will be kept on file in the respective train dispatching offices, open to inspection of all telegraphers concerned. This list will be subject to correction on proper representation from any telegrapher, and a copy of it, corrected to date, will be furnished the general chairman and local chairman on the first day of January of each year.

(h) Telegraphers will have exclusive right to any position incorporated in the wage schedule, and any telegrapher's position subsequently added in accordance with the preamble, also to any new telegraphers' positions created by the absorption of other lines or the construction of new lines, when vacancies in such positions occur.

(i) Telegraphers will also be eligible and considered in line of promotion to the position of agent at any of the stations not incorporated in the wage schedule which have been omitted in view of conditions which may make it impracticable or unfair to fill these positions exclusively from one branch of the service.

(j) Telegraphers promoted to official positions with the company will retain their seniority according to the class from which promoted.

(k) The right of promotion of train dispatchers will extend over the general districts, and will be governed by merit and ability; these being sufficient, the senior train dispatcher will have the preference. The order of promotion of train dispatchers will be from senior relieving dispatcher to trick dispatcher.

The seniority of a train dispatcher will date from the time he was first appointed a trick dispatcher unless by his own consent he takes another position in the service under which circumstances his seniority as a train dispatcher will date from the time he was last appointed a trick dispatcher.

Relieving train dispatchers will be appointed from their respective superintendent's divisions, if available, in accordance with Clause (c) of this article and will be allowed sufficient time, without pay, to learn

the work of train dispatching under a regular trick dispatcher, such time not to exceed two weeks, and they will remain on such division until they receive promotion to a steady trick, which may be claimed at any office on the general districts at which a vacancy occurs.

All vacancies and appointments in dispatchers' positions or new dispatchers' positions created will be immediately advertised over the general districts.

Application must be made within ten days of date of bulletin, and vacancies will be filled within thirty days after they occur by the appointment of the dispatchers entitled to them.

In case of reduction in the number of dispatchers employed or a dispatcher's position being abolished in any office, the dispatcher affected will be entitled to the position held by the junior permanent dispatcher in that office, and the dispatcher so displaced will be entitled to the position held by the junior permanently located dispatcher on the general districts.

Train dispatchers will retain their seniority standing among the agents and operators on the general district from which promoted. If they have not worked in the capacity of agent or operator previous to appointment to position of train dispatcher, their seniority as a telegrapher will date from the time they were taken into the service as train dispatchers.

Regular trick dispatchers who have been reduced will be entitled to relief work in preference to relief dispatchers when no other work available for regular men.

Swing dispatchers working less than six days per week as dispatchers will not have preference over relief dispatchers in relieving regular trick dispatchers on leave of absence for more than three days, nor will they be used during any portion of the week when not employed as dispatchers, to fill any position to which another telegrapher is assigned except when such telegrapher is on leave of absence.

A chief dispatcher reduced to a trick dispatcher will be entitled to the junior permanent dispatcher's position on the general district on which he has last worked a trick.

Dispatchers holding tricks that are not bulletined as permanent will be protected in their previous positions for the term of one year.

Seniority of relief dispatchers will date from the time they start work as such.

(1) The right of promotion of linemen (telegraph and telephone) will extend over the general districts (railway), and will be governed by merit and ability; where these are sufficient the senior man will be given preference. Linemen will be specially considered in line of promotion to the position of foreman on the general districts (railway) on which they are located.

ARTICLE III.

No telegrapher shall be suspended (except for investigation), discharged or disciplined until his case has first been investigated, and he has been proven guilty of the offence charged against him; the decision in such case to be arrived at within ten days from date of such suspension. If a telegrapher is found blameless in the matter under investi-

gation, he will be paid at the schedule rates for time lost, and extra expenses while attending such investigation, if away from home, and be reinstated. If detained more than ten days awaiting investigation at the company's instance, he will be paid schedule wages for the time in excess of ten days whatever the decision may be. Telegraphers may have the assistance of a co-telegrapher if they so desire.

A written statement setting forth the result of an investigation, and the reasons therefor, will be furnished by the company to local board of adjustment if requested by it.

ARTICLE IV.

Lack of convenience, such as school facilities, etc., will be taken into consideration in locating telegraphers, but only when this can be done without infringing on the rights of their seniors in the service.

ARTICLE V.

Telegraphers serving on boards of adjustment, representing telegraphers, will be relieved without unnecessary delay (not to exceed ten days), and will be furnished free transportation for such purpose.

ARTICLE VI.

Telegraphers will be granted free transportation and leave of absence to attend their meetings, such free transportation will not extend beyond the next subdivision adjoining their superintendent's division, and the leave of absence will not exceed two days, and will only be granted when it will not interfere with the requirements of the traffic and the service, and provided the company is not thereby put to additional expense.

ARTICLE VII.

When a telegrapher is transferred by order of the proper official he will suffer no loss of schedule wages in consequence thereof, and will be allowed reasonable time (not to exceed four days and without pay) to arrange for the shipment of his household goods.

ARTICLE VIII.

Telegraphers attending court or investigation at the request of the proper official of the company, will have their extra expenses paid by the company in addition to their schedule wages.

ARTICLE IX.

Telegraphers will not be required to teach telegraphy, nor admit students not members of the station staff to their office.

ARTICLE X.

Telegraphers required to work at wrecks, wash-outs and slides will, in inclement weather, be provided with shelter, and be paid the necessary expense for the time away from home.

ARTICLE XI.

A telegrapher securing employment with the company will, within thirty days from date of employment, have returned to him all service cards and letters of recommendation which have been taken up by the company, except any previously issued by the company.

ARTICLE XII.

A telegrapher leaving the service of the company will, on request, within five days, be furnished with a certificate by the proper official stating term or terms of service, capacities in which employed, and whether discharged or leaving the service of his own accord.

If discharged, cause of dismissal will be stated. If detained more than five days awaiting such certificate, he will be paid schedule wages for all time in excess of five days. Unless otherwise requested this certificate will be mailed to the telegrapher at the place of his last employment.

ARTICLE XIII.

Telegraphers will be exempt from shoveling snow, stenciling cars, sifting coal ashes, attending flower-gardens, cleaning and disinfecting stations and outbuildings, cutting or piling wood, handling Government mails. The lighting and attendance to switch and semaphore lights will, so far as practicable, be performed by other available forces. The unloading of way freight from cars, and putting away in shed, shall be done jointly with the trainmen, and further reasonable assistance will be furnished when necessary.

ARTICLE XIV.

At stations where dwelling, fuel and light are provided, the dwelling will be reserved exclusively for the use of the agent, and his family, unless he elects to reside elsewhere, in which event permanently appointed operators having a family, will have first refusal.

The following basis will be used in making deductions where telegraphers occupy company's dwelling consisting of four rooms or more, \$5.00; three rooms, \$3.50; two rooms, \$2.00, per month; one room—no charge, unless in the opinion of the superintendent such amount should be reduced.

When wood is supplied for fuel it will be cut in lengths not exceeding sixteen inches. Kindling wood will be supplied when application is made for same.

Telegraphers who have been allowed free house, fuel and light, and are required by the company to vacate living quarters, will be allowed an increase in salary equal to what their fuel allowance was worth.

A telegrapher occupying a company's dwelling who is dismissed from the company's service will be allowed to retain possession of the dwelling until he has been paid all moneys due him by the company.

The company will keep its dwellings in good repair. Occupants must keep such dwellings and surroundings clean, and must pay for repairs other than those due to ordinary wear and tear.

Station offices, waiting rooms, etc., will be cleaned at the company's expense.

ARTICLE XV.

(a) Telegraphers (except train dispatchers) required to work on Sunday or outside of regular assigned hours on week days, will be paid overtime for such service at time and one-half, based on schedule rates, twenty-six days per month; any portion of an hour less than thirty minutes not to count; any portion of an hour thirty minutes or over to count as one hour.

(b) If a telegrapher is called before or after office hours, which call shall cover the first hour's service, he will be paid one hour's overtime at the rate provided in Clause (a) hereof, with a minimum compensation of sixty cents. If kept on duty more than one hour he will thereafter be paid overtime as per Clause (a). Telegraphers required to remain on duty after regular hours, if detained fifteen minutes, will be allowed one hour's overtime for the first hour or any portion thereof.

(c) If a train dispatcher is required to work outside of his regular assigned hours, or more than six days in a week, he will be paid at overtime rate as per Clause (a) hereof.

(d) Telegraphers will be required to handle commercial messages on Sunday only during hours required for railway service, except on agreement. Telegraphers required by the company for Sunday duty, other than attendance on regular passenger trains, will be so advised on the preceding day.

(e) Overtime will not be allowed unless overtime tickets are mailed to the proper official within forty-eight hours of the time the service is performed. If overtime as claimed is not allowed telegraphers will be notified in writing within ten days from the time such service is performed, setting forth the reasons for disallowance.

Telegraphers will number overtime tickets consecutively for each month.

(f) In circumstances where telegraphers are obliged to remain close at hand all day Sunday on account of calls being spread over the whole day, they will be paid for the whole day, and where, under the same circumstances, they are obliged to remain close at hand for half a day on Sunday they will be paid for a half a day. That is to say, if a telegrapher is required to come on duty two or three times in the forenoon and is free in the afternoon, he is to be paid one-half day; while if he is required three or more times during the entire day he will be paid one day as per Clause (a) hereof. For two calls on Sunday a half day's pay will be allowed, and for three or more calls a full day's pay will be allowed, except when the three calls come within the period of one-half day, in which case one-half day's pay will apply as per Clause (a) hereof.

ARTICLE XVI.

If telegraphers are required to attend switch lamps they will be paid four dollars per month for six or less such lamps, and fifty cents per month for each additional lamp in excess of six. When semaphore lamps are included fifty cents per month per lamp additional will be allowed.

Nothing in this Article will relieve telegraphers from their responsibilities under the rules. Telegraphers will keep train order signal lamps clean and in good condition, and lighted when required, without extra compensation.

ARTICLE XVII.

Telegraphers who attend pumping engines or windmills, which work will be optional with them, will be paid ten dollars per month for attending to steam pumping engines and windmills, and five dollars per month for attending to windmills only.

Telegraphers shall within office hours, attend to fires under water tanks within a quarter of a mile of their station, and must see that fire is in good condition immediately before going off duty without extra compensation. If called on duty for any of these purposes outside of office hours, telegraphers will be entitled to compensation as provided by Clause (b) of Article XV.

ARTICLE XVIII.

A telegrapher required to leave his permanent location to do relief work temporarily will, without change in salary, be allowed all necessary expenses on production of vouchers.

Other telegraphers doing relief work, except regular relieving telegraphers, will be paid the same wages, without expenses, as the telegraphers they relieve, provided such wages are not less than their own.

Sufficient relief agents will be maintained to meet all reasonable demands.

The headquarters of relief agents are the headquarters for the division unless he holds a permanent position on the division, in which case the point where he is permanently located will be considered his headquarters. Relief agents will be allowed seventy-five cents per day expenses when away from headquarters.

ARTICLE XIX.

The income accruing to a station on account of telegraph commissions will be equitably divided between the telegraphers performing the service, the agent to be entitled to not less than one-third the total amount. If required by the company to handle commercial telegraph business on Sundays, outside the hours required for railway service, or on week days outside of assigned hours, arrangements should be made with the commercial department regarding compensation.

ARTICLE XX.

(a) At offices where two or less telegraphers are employed, ten consecutive hours, exclusive of meal hour, shall constitute a day's work.

(b) At offices where an agent and two operators are employed, ten consecutive hours per day, exclusive of meal hour, or at the company's option, eight consecutive hours, without meal hour, shall constitute a day's work. The agent at such office shall not be required to perform any wire work except in cases of emergency.

(c) At offices where three or more operators are employed, eight consecutive hours will constitute a day's work.

(d) Except in cases of emergency telegraphers will have eight consecutive hours' rest per day. The hours of duty of all agents will commence between six and eight o'clock a. m.

Telegraphers working ten hours per day will be allowed sixty consecutive minutes for a meal between either seven and nine a. m. or twelve noon and two-fifteen p. m., or five and seven p. m., or between midnight and two-thirty a. m., or receive in lieu thereof one hour's overtime, provided that a day telegrapher working ten hours will be allowed his meal hour between twelve noon and two-fifteen p. m. This will not apply

to service rendered the express or commercial telegraph business.

Nothing herein will prohibit a dispatcher from granting two meal hours to a telegrapher working ten hours, the intention being to grant regular meal hours so far as the business of the company permits.

The regular hours of duty will be specified by the superintendent to all telegraphers. If required for service outside these hours, telegraphers will be given an official order as authority and excused in the same manner.

(e) Telegraphers required to meet regular scheduled mixed or passenger trains after regular hours should, if the train is late, remain on duty, keeping the station open for the accommodation of the public, unless instructed to the contrary by the proper officer of the company, and they will be entitled to compensation as provided by Article XV.

Whenever a third operator's position is hereafter created the salary shall not be less than the minimum rate in effect at that office.

(f) A telegrapher called before his regular hours of duty who cannot be let off for breakfast will be entitled to pay for the meal hour.

ARTICLE XXI.

Eight consecutive hours' train dispatching and time required for transferring will constitute a day's work for a trick dispatcher. Train dispatchers will not be required to do clerical work that will interfere with the proper handling of their trains.

ARTICLE XXII.

If a telegrapher considers himself overtaxed, his statement to that effect to the proper official will be carefully considered and if well founded, relief will be granted.

When an agent asks for help, the superintendent will either furnish it or arrange an investigation of conditions within ten days. If such investigation sustains the claim of the agent the help will be furnished. If such investigation is against the agent, the latter may file his protest with the superintendent, who will immediately ask the general superintendent to send a special investigator, familiar with station work, to report on the case, which will be within ten days. If such investigator reports that the help is required, it will be furnished forthwith. If he reports that it is not required, the agent may appeal direct to the general chairman who, after investigation to satisfy himself, will handle the case as a grievance, beginning with the general superintendent.

In a case where the company desires to reduce help, the agent will be given one week's notice, unless he agrees he can spare the help at once. If the agent claims the assistance is still required he will so advise his superintendent, and the latter will conduct an investigation as outlined in the preceding paragraph. If the agent is dissatisfied with the verdict, his protest to the superintendent will result in a special investigation at the instance of the general superintendent in the same manner as provided above, the same channels of appeal being open to the agent as therein outlined.

At points where operators are overworked or kept on duty an excessive length of time

upon furnishing particulars the inspector of transportation will be instructed to go there and look into the conditions with the general chairman, or with any representative he may select, and if they recommend any change in conditions to relieve the operators it will be arranged.

ARTICLE XXIII.

When the handling of express or telegraph business, for which a commission payment is allowed, is withdrawn from any telegrapher, the wages will be adjusted to conform with that of similar stations in the same locality where such work is not performed by them.

ARTICLE XXIV.

When a telegrapher is assigned to a position and after a fair trial is found incompetent, he will take his place on the extra list, retaining his seniority rights.

ARTICLE XXV.

Train dispatchers will be allowed three weeks' leave of absence each year, with full pay.

Other telegraphers who have been in the employ of the company four or more consecutive years will be allowed two weeks' leave of absence each year, with full pay. If the company finds it inconvenient to grant leave of absence during any year to a telegrapher entitled to it under this rule, the telegrapher shall at his option receive either compensation at his regular salary for the period or in the next year additional leave of absence for a like period.

Application for leave of absence filed in January of each year will be given preference in order of seniority of applicant, and applicants will be advised in February of date allotted them. January applicants will have preference over later applicants, and applicants after September 30th will not be entitled to salary compensation if the company is unable to relieve them in that year. The company will, as far as practicable, relieve all applicants during the summer season when so desired.

In the event of a telegrapher being discharged or leaving the service on proper notice before obtaining the deferred leave of absence, he will be paid his salary for same.

All applications for leave of absence will be acknowledged in writing by the superintendents.

ARTICLE XXVI.

Telegraphers will be granted transportation of their household goods and passes or reduced rates and leave of absence in accordance with the general regulations of the company as established from time to time. Telegraphers and their families at isolated points will be given market passes (not to exceed two trips a month) to points where they can do their shopping.

ARTICLE XXVII.

The working hours of linemen will be regular, and will not exceed ten consecutive hours per day exclusive of meal hour. A lineman required to leave his own district will be allowed all necessary expenses and extra compensation commensurate with responsibility if called upon to take charge of any number of men.

District linemen will be allowed all necessary expenses while performing duties on their own districts away from headquarters. Linemen competent to hold other telegraphers' positions will be considered eligible for same and will be allowed to transfer to the class of service covering such positions taking three-fourths their seniority.

The seniority of linemen will date from the time of their last appointment as linemen.

The preamble and Clauses b, c, d, e, f, g and j, of Article II, Articles III, IV, V, VI, VII, VIII, XI, XII, XV, XX, XXII, XXIV, XXV and XXVI in the schedule of rules and wages will also apply to linemen.

ARTICLE XXVIII.

(a) The term assistant agent will be deemed to include any employé whose duty it is to assist station agents with clerical work, whether ordinarily known as assistant agent, cashier, clerk, checker or any similar title, but not including employees at stations where the staff consists of seven or more men of the classes covered by this article or at places where freight work exclusively is performed under the jurisdiction of an agent other than the station agent. Only the positions incorporated in the accompanying schedule of wages will be considered assistant agents within the meaning of this schedule.

(b) The seniority of assistant agents will date from the time they last entered the company's service as such, it being understood that assistant agents temporarily out of employment on account of staff reduction will not forfeit their seniority provided they are available when required.

(c) Assistant agents competent to hold other telegraphers' positions will be considered eligible for same, and will be allowed to transfer to the class of service covering such positions without carrying their seniority as assistant agents with them.

(d) The advertising and filling of positions by assistant agents will be governed by the provisions of Article II, except that the right of promotion will extend over each superintendent's division only.

(e) The provision as regards holidays with pay affecting other telegraphers, as per Article XXV, will also apply to assistant agents.

(f) Where assistant agents are now kept on duty ten hours per day or longer, it is not intended that their hours shall be extended beyond what they are now working.

(g) The Preamble and Articles III, VI, VII, VIII, XI and XXVI in the schedule of rules and wages will also apply to assistant agents.

ARTICLE XXIX.

Application may be made to the general manager direct for revision of schedule.

ARTICLE XXX.

Minimum Monthly Wages for Telegraphers and Linemen.

Operators	\$ 89.00
Agents	94.00
Relief agents	98.00
Linemen	103.00

Train Dispatchers.

First year.....	\$162.00
Second year.....	167.00
Third year.....	180.00
Relief.....	149.00

Relief dispatchers after one year's cumulative service as such will take the rating of trick dispatchers, according to length of service; three hundred and thirteen days to constitute one year in every case. Relief dispatchers will receive fifty cents per day expenses while away from headquarters.

A regular swing dispatcher will be paid regular trick dispatcher's rate when working as a dispatcher. When not so employed he will receive salary of position held, but in no less than operator's minimum rate, and work will be provided so that a full month's salary will be obtained.

Broken time for telegraphers will be computed on the basis of the calendar work days in month the work is performed.

ARTICLE XXXI.

Central District—First Division.

Station and Position.	Rate Per Mo.
Port Arthur, Disp. Off., day opr.....	\$108.00
Night operator.....	108.00
Port Arthur, Yard Office, day opr.....	103.00
Night operator.....	103.00
Fort William, agent operator.....	145.00
Westfort, agent operator.....	140.00
Stanley Junction, agent operator.....	94.00
Kakabeka Falls, agent operator.....	94.00
Night operator.....	89.00
Mattawin, agent operator.....	94.00
Night operator.....	89.00
Mabella, agent operator.....	95.00
Night operator.....	89.00
Kashabowie, agent operator.....	95.00
Night operator.....	89.00
Huronian, day operator.....	89.00
Night operator.....	89.00
Kawene, agent operator.....	94.00
Night operator.....	89.00
Atikokan, agent operator.....	125.00
Day operator.....	93.00
Night operator.....	100.00
Banning, night operator.....	89.00
Flanders, agent operator.....	100.00
Night operator.....	89.00
Mine Centre, agent operator.....	100.00
Night operator.....	89.00
Bear's Pass, day operator.....	89.00
Rocky Inlet, operator.....	89.00
Fort Frances, agent.....	170.00
First operator.....	110.00
Second operator.....	110.00
Third operator.....	110.00
LaVallee, agent operator.....	94.00
Devlin, agent operator.....	94.00
Emo, agent operator.....	105.00
Night operator.....	89.00
Barwick, agent operator.....	94.00
Stratton, agent operator.....	94.00
Pinewood, agent operator.....	94.00
Sleemans, agent operator.....	94.00
Rainy River, agent.....	150.00
First operator.....	105.00
Second operator.....	105.00
Third operator.....	105.00
Baudette, agent.....	140.00
Day operator.....	98.00
Night operator.....	98.00
Pitt, agent operator.....	94.00

Station and Position.	Rate Per Mo.
Williams, agent operator.....	\$103.00
Night operator.....	89.00
Roosevelt, agent operator.....	100.00
Swift, agent operator.....	94.00
Warroad, agent.....	120.00
First operator.....	98.00
Second operator.....	98.00
Third operator.....	98.00
Sprague, agent operator.....	115.00
Day operator.....	98.00
Night operator.....	98.00
Vassar, agent operator.....	94.00
Woodridge, agent operator.....	95.00
Night operator.....	91.00
Marchand, agent operator.....	94.00
Night operator.....	89.00
Giroux, agent operator.....	105.00
St. Anne, agent operator.....	100.00
Night operator.....	89.00
Piney, agent operator.....	94.00
Ridgeville, agent operator.....	94.00

Central District—Second Division.

Winnipeg (WI), office, chief opr.....	\$155.00
Assistant chief operator.....	125.00
First three operators.....	115.00
Other operators.....	110.00
Winnipeg (FG), office, first operator..	110.00
Second operator.....	110.00
Third operator.....	110.00
Winnipeg (WP), office, operator.....	115.00
Paddington, day operator.....	95.00
Night operator.....	95.00
Portage Junction, day operator.....	95.00
Carman Junction, day operator.....	95.00
Night operator.....	95.00
St. Norbert, agent operator.....	96.00
St. Agathe, agent operator.....	98.00
Morris, agent operator.....	114.00
St. Jean, agent operator.....	98.00
Letellier, agent operator.....	100.00
Emerson Junction, agent.....	138.00
Day operator.....	98.00
Night operator.....	100.00
Grosse Isle, agent operator.....	94.00
Warren, agent operator.....	94.00
St. Laurent, agent operator.....	94.00
Oak Point, agent operator.....	94.00
Lundar, agent operator.....	94.00
Ericksdale, agent operator.....	100.00
Ashern, agent operator.....	95.00
Moosehorn, agent operator.....	94.00
Steep Rock, agent operator.....	94.00
Gypsumville, agent operator.....	94.00
Inwood, agent operator.....	94.00
Fisher Branch, agent operator.....	94.00
Sanford, agent operator.....	94.00
Brunkild, agent operator.....	94.00
Sperling, agent operator.....	97.00
Homewood, agent operator.....	94.00
Carman, agent operator.....	110.00
Day operator.....	89.00
Roseisle, agent operator.....	94.00
Cardinal, agent operator.....	94.00
Somerset, agent operator.....	105.00
Swan Lake, agent operator.....	100.00
Marleapolls, agent operator.....	96.00
Greenway, agent operator.....	97.00
Baldur, agent operator.....	100.00
Belmont, agent operator.....	115.00
Day operator.....	89.00
Holmfild, agent operator.....	96.00
Deloraine, agent operator.....	98.00
Lowe Farm, agent operator.....	94.00
Myrtle, agent operator.....	94.00

Station and Position.	Rate Per Mo.
Roland, agent operator.....	\$103.00
Miami, agent operator.....	103.00
Rosebank, agent operator.....	94.00
Altamont, agent operator.....	94.00

Central District—Third Division.

White Plains, night operator.....	\$ 89.00
Elie, agent operator.....	98.00
Night operator.....	89.00
Oakville, agent operator.....	98.00
Night operator.....	89.00
Portage la Prairie, first operator.....	103.00
Second operator.....	103.00
Third operator.....	103.00
Beaver, agent operator.....	94.00
Night operator.....	89.00
Neepawa Junction, night operator.....	89.00
Gladdstone, agent operator.....	115.00
Night operator.....	95.00
Plumas, agent operator.....	100.00
Glenella, agent operator.....	100.00
Night operator.....	89.00
McCreary, agent operator.....	100.00
Night operator.....	89.00
Laurier, agent operator.....	98.00
Makinak, agent operator.....	99.00
Night operator.....	89.00
Ochre River, agent operator.....	100.00
Night operator.....	89.00
St. Rose, agent operator.....	94.00
Langruth, agent operator.....	94.00
Amaranth, agent operator.....	94.00
Rossendale, agent operator.....	94.00
Pleasant Point, agent operator.....	94.00
Carberry, agent operator.....	105.00
Halliboro, agent operator.....	95.00
Rapid City, agent operator.....	96.00
Cardale, agent operator.....	94.00
McConnell, agent operator.....	94.00
Decker, agent operator.....	94.00
Isabella, agent operator.....	94.00
Beulah, agent operator.....	94.00
Neepawa, agent.....	155.00
Day operator.....	97.00
Night operator.....	97.00
Eden, agent operator.....	94.00
Bernie, agent operator.....	94.00
Kelwood, agent operator.....	94.00
Clanwilliam, agent operator.....	94.00
Elphinstone, agent operator.....	94.00
Oakburn, agent operator.....	94.00
Vista, agent operator.....	94.00
Rosburn, agent operator.....	98.00
Angusville, agent operator.....	94.00
Russell, agent operator.....	105.00
Night operator.....	89.00
Shellmouth, agent operator.....	94.00
MacNutt, agent operator.....	94.00
Calder, agent operator.....	94.00
Wroxton, agent operator.....	96.00
Stornoway, agent operator.....	94.00
Rhien, agent operator.....	98.00
Yorkton, agent.....	125.00
Day operator.....	89.00
Night operator.....	89.00
Willowbrook, agent operator.....	94.00

Central District—Fourth Division.

Brandon, Disp. Office, day operator...	\$110.00
Night operator.....	110.00
Brandon, Yard Office, day operator...	103.00
Night operator.....	103.00
Terence, agent operator.....	94.00
Scarth, agent operator.....	102.00
Night operator.....	89.00

Station and Position.	Rate Per Mo.
Woodnorth, agent operator.....	\$ 96.00
Cromer, agent operator.....	96.00
Fairlight, agent operator.....	96.00
Kelso, agent operator.....	97.00
Langbank, agent operator.....	96.00
Kipling, agent operator.....	120.00
Night operator.....	95.00
Glenavon, agent operator.....	99.00
Candiac, agent operator.....	97.00
Montmartre, agent operator.....	100.00
Kendal, agent operator.....	97.00
Odessa, agent operator.....	98.00
Vibank, agent operator.....	97.00
Davin, agent operator.....	98.00
Parkman, agent operator.....	94.00
Carlyle, agent operator.....	120.00
Night operator.....	95.00
Willmar, agent operator.....	94.00
Browning, agent operator.....	94.00
Lampman, agent operator.....	100.00
Chandler, agent operator.....	94.00
Goodwater, agent operator.....	94.00
Colgate, agent operator.....	94.00
Bienfait, agent operator.....	94.00
Estevan, agent operator.....	105.00
Radville, agent operator.....	120.00
Day operator.....	95.00
Night operator.....	95.00
Ceylon, agent operator.....	96.00
Hardy, agent operator.....	94.00
Bengough, agent operator.....	105.00
Brooking, agent operator.....	94.00
Forward, agent operator.....	94.00
Dummer, agent operator.....	94.00
Truax, agent operator.....	94.00
Avonlea, agent operator.....	105.00
Briercrest, agent operator.....	97.00
Hearne, agent operator.....	95.00
Moose Jaw, agent.....	145.00
Day operator.....	95.00
Spring Valley, agent operator.....	96.00
Mitchellton, agent operator.....	96.00
Moosbank, agent operator.....	97.00
Ettington, agent operator.....	96.00
Mazenod, agent operator.....	97.00
Palmer, agent operator.....	94.00
Gravelbourg, agent.....	120.00
Day operator.....	95.00
Night operator.....	95.00
Wawanesa, agent operator.....	110.00
Ninette, agent operator.....	97.00
Dunrea, agent operator.....	96.00
Margaret, agent operator.....	94.00
Minto, agent operator.....	96.00
Fairfax, agent operator.....	94.00
Elgin, agent operator.....	101.00
Hartney, agent operator.....	125.00
Virden, agent operator.....	110.00

Western District—First Division.

Dauphin, agent.....	\$170.00
First operator.....	110.00
Second operator.....	110.00
Third operator.....	110.00
Gilbert Plains, agent operator.....	106.00
Night operator.....	90.00
Grandview, agent.....	110.00
Day operator.....	89.00
Night operator.....	90.00
Roblin, agent operator.....	105.00
Night operator.....	90.00
Togo, agent operator.....	100.00
Night operator.....	89.00

SCHEDULES AND WAGE SCALES.

Station and Position.	Rate Per Mo.	Station and Position.	Rate Per Mo.
Kamsack, agent.....	\$140.00	Nutuna, agent operator.....	\$105.00
First operator.....	103.00	Saskatoon (K.A. Office), first opr....	110.00
Second operator.....	103.00	Second operator.....	110.00
Third operator.....	103.00	Third operator.....	110.00
Veregin, agent operator.....	104.00	Fourth operator.....	110.00
Mikado, agent operator.....	95.00	Osler, agent operator.....	94.00
Ross Junction, operator.....	89.00	Hague, agent operator.....	100.00
Canora, agent.....	120.00	Rosthern, agent operator.....	115.00
Day operator.....	95.00	Day operator.....	92.00
Night operator.....	90.00	Duck Lake, agent operator.....	106.00
Buchanan, agent operator.....	105.00	Prince Albert, agent.....	160.00
Invermay, agent operator.....	100.00	Day operator.....	100.00
Night operator.....	90.00	Night operator.....	100.00
Margo, agent operator.....	94.00	East Prince Albert, agent operator...	106.00
Wadena, agent operator.....	107.00	Shellbrook, agent operator.....	106.00
Day operator.....	92.00	Canwood, agent operator.....	94.00
Quill Lake, agent operator.....	104.00	Big River, agent operator.....	106.00
Night operator.....	89.00	Parkside, agent operator.....	94.00
Watson, agent operator.....	105.00	Leask, agent operator.....	94.00
Englefeld, agent operator.....	94.00	Marcelin, agent operator.....	97.00
St. Gregor, agent operator.....	97.00	Blaine Lake, agent operator.....	100.00
Muenster, agent operator.....	99.00	Krydor, agent operator.....	94.00
Sifton, agent operator.....	95.00	Hafford, agent operator.....	94.00
Winnipegosis, agent operator.....	98.00	Speers, agent operator.....	94.00
Ethelbert, agent operator.....	98.00	Richard, agent operator.....	94.00
Minitonas, agent operator.....	97.00	Humboldt, agent.....	150.00
Swan River, agent.....	115.00	First operator.....	103.00
Day operator.....	95.00	Second operator.....	103.00
Night operator.....	95.00	Third operator.....	103.00
Bowman, agent operator.....	94.00	Carmel, agent operator.....	94.00
Mafeking, agent operator.....	94.00	Bruno, agent operator.....	100.00
Barrows Junction, agent operator....	94.00	Night operator.....	90.00
Hudson Bay Junction, agent operator	112.00	Dana, agent operator.....	95.00
Night operator.....	95.00	Howell, agent operator.....	97.00
The Pas, agent operator.....	135.00	Vonda, agent operator.....	106.00
Mistatim, agent operator.....	94.00	Night operator.....	90.00
Crooked River, agent operator.....	94.00	Aberdeen, agent operator.....	106.00
Tisdale, agent operator.....	100.00	Warman, agent.....	120.00
Star City, agent operator.....	100.00	First operator.....	103.00
Melfort agent operator.....	115.00	Second operator.....	103.00
Day operator.....	93.00	Third operator.....	103.00
St. Brieux, agent operator.....	94.00	Dalmeny, agent operator.....	102.00
Kinistino, agent operator.....	97.00	Waldheim, agent operator.....	94.00
Weldon, agent operator.....	94.00	Laird, agent operator.....	97.00
Birch Hills, agent operator.....	97.00	Langham, agent operator.....	102.00
Arran, agent operator.....	94.00	Borden, agent operator.....	102.00
Pelly, agent operator.....	94.00	Radisson, agent operator.....	106.00
Stenen, agent operator.....	94.00	Day operator.....	92.00
Sturgis, agent operator.....	94.00	Fielding, agent operator.....	100.00
Preeceville, agent operator.....	97.00	Maymont, agent operator.....	100.00
Norquay, agent operator.....	94.00	Ruddell, agent operator.....	95.00
Kenville, agent operator.....	94.00	Denholm, agent operator.....	97.00
Durban, agent operator.....	94.00	Vanscoy, agent operator.....	94.00
Benito, agent operator.....	94.00	Delisle, agent operator.....	106.00
		Night operator.....	92.00
Western District—Second Division.		Laura, agent operator.....	97.00
Regina (Frt. Office), day operator....	\$100.00	Tessier, agent operator.....	100.00
Regina (Yard Office), day operator....	100.00	Harris, agent operator.....	106.00
Night operator.....	100.00	Zealandia, agent operator.....	106.00
Condie, agent operator.....	94.00	Rosetown, agent.....	120.00
Lumsden, agent operator.....	110.00	Day operator.....	92.00
Disley, agent operator.....	96.00	Night operator.....	92.00
Bethune, agent operator.....	100.00	Ridpath, agent operator.....	94.00
Findlater, agent operator.....	94.00	McGee, agent operator.....	94.00
Chamberlain, agent operator.....	100.00	Fiske, agent operator.....	94.00
Aylesbury, agent operator.....	97.00	D'Arcy, agent operator.....	94.00
Craik, agent operator.....	115.00	Brock, agent operator.....	100.00
Night operator.....	90.00	Netherhill, agent operator.....	100.00
Girvin, agent operator.....	100.00	Beadle, agent operator.....	94.00
Davidson, agent operator.....	110.00	Birdview, agent operator.....	94.00
Day operator.....	92.00	Swanson, agent operator.....	94.00
Bladworth, agent operator.....	100.00	Ardath, agent operator.....	94.00
Kenaston, agent operator.....	97.00	Conquest, agent operator.....	94.00
Hanley, agent operator.....	110.00	McRorie, agent operator.....	100.00
Dundurn, agent operator.....	106.00		

Station and Position.	Rate Per Mo.
Dumblane, agent operator.....	\$105.00
Dinsmore, agent operator.....	100.00
Hughton, agent operator.....	97.00
Wiseton, agent operator.....	97.00
Forgan, agent operator.....	94.00
Wartime, agent operator.....	94.00
Elrose, agent operator.....	110.00
Day operator.....	92.00
Plato, agent operator.....	100.00
Richlea, agent operator.....	97.00
Eston, agent operator.....	106.00

Western District—Third Division.

North Battleford, agent.....	\$160.00
First operator.....	103.00
Second operator.....	103.00
Third operator.....	103.00
Battleford, agent operator.....	107.00
Paynton, agent operator.....	98.00
Maidstone, agent operator.....	100.00
Waseca, agent operator.....	94.00
Lashburn, agent operator.....	102.00
Night operator.....	90.00
Marshall, agent operator.....	96.00
Lloydminster, agent.....	105.00
Day operator.....	90.00
Night operator.....	90.00
Kitscoty, agent operator.....	97.00
Islay, agent operator.....	96.00
Vermillion, agent.....	125.00
First operator.....	103.00
Second operator.....	103.00
Third operator.....	103.00
Manville, agent operator.....	98.00
Minburn, agent operator.....	94.00
Innisfree, agent operator.....	96.00
Lavoy, agent operator.....	94.00
Vegreville, agent.....	120.00
Day operator.....	100.00
Night operator.....	100.00
Mundare, agent operator.....	103.00
Chipman, agent operator.....	96.00
Lamont, agent operator.....	103.00
Night operator.....	89.00
Bruderheim, agent operator.....	96.00
Fort Saskatchewan, agent operator.....	115.00
Night operator.....	90.00
Edmonton, first operator.....	115.00
Second operator.....	110.00
Third operator.....	110.00
Fourth operator.....	110.00
Fifth operator.....	110.00
Stony Plains, agent operator.....	94.00
St. Albert, agent operator.....	96.00
Morinville, agent operator.....	98.00
Clyde, agent operator.....	98.00
Athabasca, agent operator.....	105.00
Meota, agent operator.....	94.00
Edam, agent operator.....	96.00
Mervin, agent operator.....	94.00
Vawn, agent operator.....	94.00
Turtleford, agent operator.....	98.00
Cardiff, agent operator.....	97.00
Onoway, agent operator.....	97.00
Evansburg, agent operator.....	96.00
Lobstick, day operator.....	92.00
Night operator.....	92.00
Sangudo, agent operator.....	95.00

Western District—Fourth Division.

Kindersley, agent.....	\$130.00
Day operator.....	103.00
Night operator.....	103.00

Station and Position.	Rate Per Mo.
Pinkham, agent operator.....	\$ 96.00
Fairmount, agent operator.....	94.00
Flaxcombe, agent operator.....	96.00
Night operator.....	89.00
Marengo, agent operator.....	97.00
Night operator.....	89.00
Merid, agent operator.....	94.00
Alsask, agent operator.....	110.00
Day operator.....	92.00
Night operator.....	92.00
Sibbald, agent operator.....	100.00
Benton, agent operator.....	94.00
Oyen, agent.....	115.00
Day operator.....	94.00
Night operator.....	94.00
Excel, agent operator.....	94.00
Lanfine, agent operator.....	94.00
Cereal, agent operator.....	106.00
Night operator.....	89.00
Chinook, agent.....	110.00
Day operator.....	92.00
Night operator.....	92.00
Youngstown, agent.....	115.00
Day operator.....	92.00
Night operator.....	92.00
Stammore, agent operator.....	97.00
Richdale, agent operator.....	106.00
Night operator.....	89.00
Hanna, agent.....	135.00
First operator.....	103.00
Second operator.....	103.00
Third operator (Oct. to Mar., inc.).....	103.00
Craigmyle, agent operator.....	102.00
Night operator.....	89.00
Delia, agent operator.....	106.00
Night operator.....	89.00
Munson, agent.....	145.00
Day operator.....	94.00
Night operator.....	94.00
Drumheller, agent.....	145.00
First operator.....	100.00
Second operator.....	100.00
Third operator (Oct. to Mar., inc.).....	100.00
Wayne, agent operator.....	94.00
Rosebud, agent operator.....	96.00
Rockyford, agent operator.....	102.00
Lyalta, day operator.....	89.00
Night operator.....	89.00
Calgary, first operator.....	110.00
Second operator.....	110.00
Third operator.....	110.00
Morrin, agent operator.....	94.00
Rumsey, agent operator.....	96.00
Big Valley, agent.....	125.00
Day operator.....	100.00
Night operator.....	100.00
Stettler, agent operator.....	106.00
Night operator.....	92.00
Warden, agent operator.....	97.00
Night operator.....	89.00
Red Willow, agent operator.....	94.00
Donalds, agent operator.....	96.00
Meeting Creek, agent operator.....	94.00
Edberg, agent operator.....	94.00
Camrose, agent.....	130.00
Day operator.....	95.00
Night operator.....	95.00
Roundhill, agent operator.....	96.00
Dodds, agent operator.....	96.00
Nordeg, agent operator.....	110.00
Heisler, agent operator.....	94.00
Forestburg, agent operator.....	94.00
Galahad, agent operator.....	94.00
Alliance, agent operator.....	102.00

Pacific District.		Rate	Station and Position.	Rate
Station and Position.		Per Mo.		Per Mo.
Brule, agent operator.....		\$ 96.00	Westfort, chief clerk.....	\$ 65.00
Lucerne, agent operator.....		125.00	Clerk	60.00
Night operator.....		101.00	Checker	60.00
Albreda, day operator.....		89.00	Checker	60.00
Night operator.....		89.00	Atikokan, chief clerk.....	70.00
Blue River, agent operator.....		125.00	Checker	65.00
Night operator.....		100.00	Checker	65.00
Avola, agent operator.....		94.00	Checker	60.00
Birch Island, agent operator.....		94.00	Emo, assistant agent.....	50.00
Chu Chua, agent-operator.....		94.00	Rainy River, cashier.....	75.00
Kamloops, agent.....		140.00	Billor	70.00
Kamloops Junction, agent.....		125.00	Freight checker	65.00
Day operator.....		110.00	Baggageman	65.00
Night operator.....		110.00	Clerk	60.00
Ashcroft, agent operator.....		110.00	Checker	60.00
Spences Bridge, agent operator.....		107.00	Baudette, cashier.....	80.00
Lytton, agent operator.....		107.00	Billor	70.00
Boston Bar, agent operator.....		125.00	Clerk and baggageman.....	70.00
Night operator.....		100.00	Abstract clerk.....	65.00
Hope, agent operator.....		118.00	Ticket clerk.....	60.00
Night operator.....		90.00	Checker	55.00
Rosedale, agent operator.....		115.00	Pitt, assistant agent.....	50.00
Chilliwack, agent operator.....		120.00	Williams, assistant agent.....	50.00
Day operator.....		90.00	Rosevelt, assistant agent.....	50.00
Matsqui, agent operator.....		94.00	Warroad, billor.....	70.00
Langley, agent operator.....		94.00	Checker	60.00
Port Mann, agent.....		130.00	Sprague, checker.....	60.00
Day operator.....		100.00	Checker	60.00
Night operator.....		98.00	Giroux, assistant agent.....	50.00
Vancouver (Car Serv. Off.), operator.....		110.00	St. Anne, assistant agent.....	50.00
Work train operators.....		90.00		

Rates for Linemen.

Port Arthur.....	\$108.00
Atikokan.....	103.00
Rainy River.....	103.00
Winnipeg City.....	110.00
Winnipeg Grain Exchange.....	110.00
Winnipeg Outside.....	103.00
Somerset.....	103.00
Brandon.....	103.00
Moose Jaw.....	103.00
Lampman.....	103.00
Regina.....	103.00
Oak Point.....	103.00
Portage la Prairie.....	103.00
Neepawa.....	103.00
Yorkton.....	103.00
Dauphin.....	103.00
Hudson Bay Junction.....	103.00
Prince Albert.....	103.00
Kamsack.....	103.00
Humbolt.....	103.00
Saskatoon City.....	110.00
Saskatoon, Outside.....	103.00
Kindersley.....	103.00
Calgary.....	103.00
North Battleford.....	103.00
Vegreville.....	103.00
Edmonton East.....	103.00
Edmonton West.....	103.00
Locheam.....	103.00
Lucerne.....	106.00
Blue River.....	106.00
Kamloops.....	106.00
Boston Bar.....	108.00
Port Mann.....	108.00

RATES OF PAY FOR ASSISTANT AGENTS, ETC.

Central District—First Division.	
Ft. William, cashier.....	\$ 85.00
Billor	70.00
Clerk	65.00
Checker	60.00

Central District—Second Division.	
Morris, assistant agent.....	\$ 50.00
Letellier, assistant agent.....	45.00
Emerson Junction, cashier.....	75.00
Clerk	70.00
Clerk	65.00
Sub-agent	65.00
Checker	60.00
Roland, assistant agent.....	45.00
Somerset, assistant agent.....	50.00
Swan Lake, assistant agent.....	45.00
Baldur, assistant agent.....	45.00
Belmont, assistant agent.....	50.00

Central District—Third Division.	
Gladstone, assistant agent.....	\$ 50.00
Neepawa, cashier.....	70.00
Assistant agent.....	60.00
Baggageman	55.00
Russell, assistant agent.....	50.00
Yorkton, cashier	75.00
Checker	65.00
Clerk and assistant agent.....	65.00
Shedman	60.00

Central District—Fourth Division.	
Kipling, assistant agent.....	\$ 55.00
Carlyle, assistant agent.....	55.00
Lampman, assistant agent.....	55.00
Radville, cashier.....	70.00
Clerk	60.00
Checker	60.00
Checker	45.00
Bienfait, assistant agent.....	35.00
Avonlea, assistant agent.....	55.00
Clerk	50.00
Briercrest, assistant agent.....	45.00
Moose Jaw, cashier.....	85.00
Billor	65.00
Clerk	65.00
Checker	60.00
Gravelbourg, cashier	80.00
Clerk	60.00
Mazenod, assistant agent.....	45.00
Hartney, assistant agent.....	45.00

Western District—First Division.

Station and Position.	Rate Per Mo.
Dauphin, chief clerk.....	\$ 80.00
Biller	60.00
Day ticket clerk.....	70.00
Freight clerk.....	60.00
Baggageman	55.00
Gilbert Plains, assistant agent.....	50.00
Grandview, assistant agent.....	50.00
Roblin, assistant agent.....	50.00
Kamsack, cashier	70.00
Shedman	65.00
Biller	55.00
Checker	55.00
Veregin, assistant agent.....	45.00
Canora, cashier.....	75.00
Checker	50.00
Buchanan, assistant agent.....	50.00
Wadena, assistant agent.....	50.00
Watson, assistant agent.....	50.00
Quill Lake, assistant agent.....	45.00
Swan River, assistant agent.....	50.00
Hudson Bay Junction, assistant agent.....	55.00
Tisdale, assistant agent.....	50.00
Star City, assistant agent.....	50.00
Kinistino, assistant agent.....	45.00
Birch Hills, assistant agent.....	45.00
Melfort, cashier	70.00
Clerk	60.00
The Pas, clerk.....	65.00
Clerk	55.00

Western District—Second Division.

Lumsden, assistant agent.....	\$ 55.00
Craik, assistant agent.....	60.00
Davidson, assistant agent.....	55.00
Bladworth, assistant agent.....	45.00
Hanley, assistant agent.....	55.00
Dundurn, assistant agent.....	55.00
Rosthern, assistant agent.....	60.00
Duck Lake, assistant agent.....	45.00
Prince Albert, chief clerk.....	85.00
Cashier	80.00
First clerk.....	75.00
Second clerk.....	70.00
Biller	60.00
Biller	60.00
Big River, assistant agent.....	55.00
Delisle, assistant agent.....	60.00
Conquest, assistant agent.....	45.00
McRorie, assistant agent.....	50.00
Dumblane, assistant agent.....	50.00
Elrose, assistant agent and cashier.....	60.00
Plato, assistant agent.....	55.00
Eston, cashier	75.00
Clerk	60.00
Tessier, assistant agent.....	50.00
Harris, assistant agent.....	55.00
Zealandia, assistant agent.....	60.00
Rosetown, cashier.....	80.00
Checker	65.00
Clerk	60.00
Clerk	55.00
Humbolt, cashier	80.00
Freight clerk	65.00
Checker	60.00
Rec. clerk	60.00
Checker	60.00
Vonda, assistant agent.....	55.00
Aberdeen, assistant agent.....	55.00
Warman, cashier.....	75.00
Clerk	60.00
Baggageman	60.00
Dalmeny, assistant agent.....	45.00
Langham, assistant agent.....	55.00

Station and Position.	Rate Per Mo.
Borden, assistant agent.....	\$ 45.00
Radisson, assistant agent.....	55.00

Western District—Third Division.

Athabasca, assistant agent	\$ 50.00
Cardiff, assistant agent.....	50.00
St. Albert, assistant agent.....	50.00
Fort Saskatchewan, assistant agent.....	65.00
Bruderheim, assistant agent.....	50.00
Chipman, assistant agent.....	45.00
Lamont, assistant agent.....	55.00
Mundare, assistant agent.....	55.00
Vegreville, cashier	75.00
Shed foreman	65.00
Biller	60.00
Checker	60.00
Baggageman	55.00
Clerk and stenographer.....	55.00
Manville, assistant agent.....	50.00
Vermillion, cashier	70.00
Freight clerk.....	60.00
Checker	60.00
Checker	60.00
Checker	60.00
Kitscoty, assistant agent.....	45.00
Lloydminster, assistant agent.....	60.00
Lashburn, assistant agent.....	50.00
Maidstone, assistant agent.....	50.00
North Battleford, chief clerk.....	85.00
Ticket clerk	80.00
Cashier	80.00
Biller	70.00
Biller	70.00
Rec. clerk	65.00
Battleford, assistant agent.....	60.00
Turtleford, assistant agent.....	50.00
Rockyford, assistant agent.....	60.00
Munson, assistant agent.....	60.00
Hanna, cashier	85.00
Clerk	70.00

Western District—Fourth Division.

Hanna, checker	\$ 65.00
Checker	60.00
Clerk	55.00
Richdale, assistant agent.....	60.00
Youngstown, cashier.....	75.00
Clerk	60.00
Checker	60.00
Chinook, assistant agent.....	60.00
Cereal, assistant agent.....	60.00
Oyen, cashier	75.00
Checker	60.00
Alsask, cashier	75.00
Checker	60.00
Kindersley, cashier	75.00
Freight clerk	70.00
Checker	60.00
Checker	60.00
Big Valley, checker.....	60.00
Checker	60.00
Stettler, assistant agent.....	60.00
Camrose, cashier	80.00
Shedman	75.00
Biller	70.00
Clerk	60.00
Checker	60.00

Pacific District.

Port Mann, assistant agent.....	\$ 70.00
Chilliwack, assistant agent.....	45.00
Rosedale, assistant agent.....	45.00
Ashcroft, assistant agent.....	60.00
Kamloops, assistant agent.....	60.00
Lucerne, assistant agent.....	50.00

ARTICLE XXXII.

There will be no change in the foregoing rules and rates of pay except on thirty (30) days' notice.

M. H. MacLEOD,
For the Company.

L. F. MUNCEY,
For the Telegraphers.

RULINGS.

Article II—Clause (k)—

Regular trick dispatchers working six days a week are permanent dispatchers.

Swing dispatchers are rated as regular trick dispatchers, and in case of reduction of staff or abolishing offices the men so displaced will displace the junior permanent men on the districts, and they in turn will displace the swing dispatchers, according to seniority; the idea being to give the senior men permanent work if possible. This does not interfere with office seniority rights as shown in this article.

It is understood that relief dispatchers filling into all dispatchers' positions that are bulletined as temporary positions, will receive the rating of a regular trick dispatcher.

Article XIII—

The matter of handling transfer of His Majesty's mails from one train to another at certain points, and referred to in this article, it was agreed that the handling of these mails at one-man stations would be looked after by the telegraphers as heretofore, and if there was any case where it was shown that there was any hardship in the handling of same that the telegraphers would take the matter up as a grievance for adjustment. It was also agreed that at points where there was an assistant agent or other staff that could be utilized to handle

the transfer of such mail, in the event of any mishandling, the man assigned to do such work would be held responsible.

Article XIV—

In the matter of fuel for agents at points where coal equal to Edmonton grade cannot be furnished, the company agrees to furnish either hard coal or wood.

Article XV—

The hours of service for Sunday will be the same as the assigned week-day hours.

Article XVIII—

It is understood that a regular relief agent can hold a permanent position, to which he can return after relieving the men during the summer months, or for a period not exceeding one year, in which case his station must be bulletined temporarily, but the position of the telegrapher taking this temporary position will not be protected. The idea being to get men with considerable experience to do the relief work. In cases where two men are required to work one or more days making a transfer, they will both be paid for this work.

Article XXV—

Relief agents' holidays will start from the day he arrives at his headquarters unless by his own consent he agrees to take them from some point on the road where he has finished relieving a telegrapher.

Article XXX—

Any fraction of a month worked by a telegrapher, whether services were performed at one or more stations, will be considered broken time.

Wage scale as per Clause 31 effective December 1st, 1917, balance effective January 1st, 1918.

Canadian Pacific Railway

(EFFECTIVE AUGUST 1, 1917.)

The following rules and wages will govern the telegraphers on the Canadian Pacific Railway.

When additional telegraphers' positions are created, compensation will be fixed in conformity with that for positions of the same class as shown in this schedule:

ARTICLE I.

All employees assigned by proper authority to railway telegraph or railway telephone service of any character or duration, also station agents incorporated in the accompanying schedule of wages, will be considered telegraphers within the meaning of this schedule and are so called herein.

ARTICLE II.

(a) The right of promotion of telegraphers will extend over each general superintendent's district and will be governed by merit, fitness and ability. Where these are sufficient the senior telegrapher will be given preference.

A telegrapher of not less than two years' service desiring to transfer from one general district to another will be given a transfer certificate showing his length of service and the capacities in which he has been employed. This certificate will not carry with it any seniority rights but will entitle the holder to the position of junior extra telegrapher on the district to which he is transferring. Transfer certificates will not be valid unless filed with the general superintendent of the district to which transfer is being made, within thirty days from date of issue.

(b) A telegrapher's seniority will date from the time he last entered the service as a telegrapher. The seniority of a telegrapher employed on lines under construction, or absorbed by the company, will date from his last appointment as a telegrapher on such lines. When newly constructed lines are taken over by the operating department all telegraphers' position will be considered vacant and any telegrapher in line for promo-

tion to them will have fifteen days within which to make application for same. When two or more telegraphers are employed on the same day their seniority standing will be determined by the time they start work.

When a telegrapher is offered a position by the company in another department it is not obligatory upon him to accept, and if he does he forfeits seniority rights unless an understanding to the contrary is reached between himself and his superintendent. Any such understanding must be with the consent of the men affected and made through the local chairman.

(c) All vacancies and appointments for sixty days or over will be immediately bulletined by "23" message over the superintendent's division on which they occur (except train dispatchers and linemen, which will be bulletined over the general superintendent's district).

Telegraphers (except train dispatchers and linemen), desiring to exercise their seniority or promotion rights on general superintendent's district other than division on which they are located, will so advise their superintendent, who will furnish them with copies of vacancy bulletins on other divisions of the general district, and such telegrapher may make application for same through his superintendent, which application will receive consideration as per Clause (a).

When vacancies are bulletined the bulletin will state the rate of compensation and whether or not the company supply a dwelling. Applications for vacancies must be made within ten days from date of bulletin.

A telegrapher declining to accept promotion in any instance does not forfeit his right to the same or any other position he may be entitled to under seniority when a vacancy occurs. A telegrapher on leave of absence when a vacancy occurs will not be debarred from claiming position and receiving the appointment, if entitled to it, providing that such claim is made within fifteen days from date of bulletin. Chief dispatchers or other official will advise telegraphers' local chairman of all vacancies.

If a telegrapher receives consent from the company to leave the service for a period of three months or less he may retain his position for that period.

If his leave of absence is extended beyond three months his position will at once be bulletined vacant and he may retain seniority for an additional three months after which he loses all rights. This is not intended to apply to cases of sickness which are, in the opinions of the superintendent and local chairman, bona fide.

A vacancy will be filled within thirty days after it occurs by the appointment of the telegrapher entitled to it. Telegraphers applying for a position advertised may, if they so desire, cancel their application within fifteen days from the date of the advertising of the vacancy; should the senior applicant withdraw, or not receive the appointment, the next senior qualified applicant who has not withdrawn will then be appointed without another bulletin being issued advertising the vacancy. After such period of fifteen days a request to cancel or withdraw his application will not be considered and the

position from which he is transferring will be immediately advertised and he cannot again bid in his former position until it again becomes vacant.

Vacancies in the position of relief agents will be advertised and appointments and cancellations of same shall be made in writing.

When a vacancy occurs the superintendent will fill same by appointing the senior man who is, in his opinion, entitled to it, but this will not prevent any telegrapher senior to the man so appointed claiming his right to the position under Clause (a) hereof, provided he files his protest within ten days after the appointment has been bulletined as above.

(d) Telegraphers in the employ will be given preference in filling vacancies or openings on extensions or new lines of the general district, their applications to be endorsed by the superintendent of the division on which applicants are employed. When a new line is taken over and stations are subsequently added to it the first manning of these position will be advertised over the general district until the expiration of two years from the date the line was taken over.

(e) In case of reduction in the number of telegraphers employed the junior telegraphers in their respective superintendent's divisions will be first dispensed with. If their services were satisfactory, they will, on application, be given a transfer certificate which will entitle them to preference in filling new positions or vacancies on other districts of the system, provided they are available when required.

(f) If a position included in the attached schedule is abolished, the telegrapher will be entitled to the position held by the junior permanently located telegrapher on the superintendent's division. Senior men shall have preference in doing spare work when staff is reduced, providing in the opinion of the superintendent they are capable.

(g) A complete list of all the telegraphers on each superintendent's division showing their seniority standing, will be kept on file in the respective train dispatching offices, open to the inspection of all telegraphers concerned. This list will be subject to correction on proper representation from any telegrapher, and a copy of it, corrected to date, will be furnished the general chairman at the beginning of each year. Seniority protests by telegraphers shall be invalid unless filed within one year from the date of publication of the seniority list.

(h) Telegraphers will have the exclusive right to all positions incorporated in the accompanying wage schedule, and any telegraphers' positions subsequently added in accordance with the preamble, also to any new telegraphers' positions created by the absorption of other lines or the construction of new lines when vacancies in such positions occur.

(i) Telegraphers will also be eligible and considered in line of promotion to the position of agent at any of the stations not incorporated in the attached wage schedule which have been omitted in view of condition which may make it impracticable or unfair to fill these positions exclusively from one branch of the service.

(j) The right of promotions of train dispatchers will extend over each general superintendent's district and will be governed by merit and ability; these being sufficient, the senior train dispatcher to have preference.

The right of train dispatchers to transfer from one division to another will not be permitted when it will seriously impair the efficiency of the service. The order of promotion of train dispatchers will be from senior relieving dispatcher to trick dispatcher. The seniority of a train dispatcher will date from the time he was first appointed a trick dispatcher unless by his own consent he takes another position in the service, under which circumstances his seniority as a train dispatcher will date from the time he was last appointed a trick dispatcher.

Relieving train dispatchers will be appointed from their respective superintendent's division, if available, in accordance with Clause (c) of this article and will be allowed sufficient time, without pay, to learn the work of train dispatching under a regular trick dispatcher, such time not to exceed two weeks, and they will remain on such division until they receive promotion to a steady trick, which may be claimed at any office on the general district at which a vacancy occurs.

All vacancies and appointments for sixty days or over in dispatchers' positions or new dispatchers' positions created will be immediately advertised over the general district. Application must be made within ten days of date of bulletin and vacancies will be filled within thirty days after they occur by the appointment of the dispatchers entitled to them.

In case of reduction in the number of dispatchers employed or a dispatcher's position being abolished in any office, the dispatcher affected will be entitled to the position held by the junior permanent dispatcher in that office and the dispatcher so displaced will be entitled to the position held by the junior permanently located dispatcher on the general district.

Train dispatchers will retain their seniority standing among the agents and operators on the general district.

If they have not worked in the capacity of agent or operator previous to appointment to the position of train dispatcher their seniority as a telegrapher will date from the time they were taken into the service as train dispatchers.

Regular trick dispatchers who have been reduced will be entitled to relief work in preference to relief dispatchers when no other work available for regular men.

Swing dispatchers working less than six days per week as dispatchers will not have preference over relief dispatchers in relieving regular trick dispatchers on leave of absence for more than three days, nor will they be used during any portion of the week when not employed as dispatchers to fill any position to which another telegrapher is assigned except when such telegrapher is on leave of absence.

A chief dispatcher reduced to a trick dispatcher will be entitled to the junior permanent dispatcher's position on the general dis-

trict on which he has last worked a trick provided he has an agreement as per Clause (b) of this article.

Dispatchers holding tricks that are not bulletined as permanent will be protected in their previous positions for the term of one year.

Seniority of relief dispatchers will date from the time they start to work as such.

(k) The right of promotion of linemen (telegraph and telephone) will extend over each general superintendent's district (railway) and will be governed by merit and ability; where these are sufficient, the senior men will be given preference. Linemen will be specially considered in line of promotion to the position of foreman on the general superintendent's district (railway) on which they are located.

ARTICLE III.

No telegrapher shall be suspended (except for investigation), discharged or disciplined until his case has first been investigated and he has been proven guilty of the offense charged against him, the decision in such case to be arrived at within ten days from date of such suspension. If a telegrapher is found blameless in the matter under investigation he will be paid at schedule rates for the time lost and extra expenses while attending such investigation, if away from home, and be reinstated. If detained more than ten days awaiting investigation at the company's instance he will be paid schedule wages for the time in excess of ten days whatever the decision may be.

Telegraphers may have the assistance of a co-telegrapher if they so desire.

A written statement setting forth the result of an investigation and the reason therefor will be furnished by the company to the local board of adjustment if requested by it.

ARTICLE IV.

Lack of conveniences such as school facilities, etc., will be taken into consideration in locating telegraphers but only when this can be done without infringing on the rights of their seniors in the service.

ARTICLE V.

Telegraphers serving on boards of adjustment representing telegraphers will be relieved without unnecessary delay (not to exceed ten days) and will be furnished free transportation for such purpose.

ARTICLE VI.

Telegraphers will be given free transportation and leave of absence to attend their meetings. Such free transportation will not extend beyond the next section adjoining their superintendent's division, and the leave of absence will not exceed two days, and will only be granted when it will not interfere with the requirements of the traffic and the service and provided the company is not thereby put to additional expense.

ARTICLE VII.

When a telegrapher is transferred by order of the proper official he will suffer no loss of schedule wages in consequence thereof, and will be allowed reasonable time (not to

exceed four days and without pay) to arrange for the shipment of his household effects.

ARTICLE VIII.

Telegraphers attending court or investigation at the request of the proper official of the company will have their extra expenses paid by the company in addition to their schedule wages.

ARTICLE IX.

Telegraphers will not be required to teach telegraphy nor admit students not members of the station staff to their offices.

ARTICLE X.

Telegraphers required to work at wrecks, washouts, and slides will, in inclement weather, be provided with shelter and be paid necessary expenses for the time away from home.

ARTICLE XI.

A telegrapher securing employment with the company will, within thirty days from date of employment, have returned to him all service cards and letters of recommendation which may have been taken up by the company, except any previously issued by the company.

ARTICLE XII.

A telegrapher leaving the service of the company will, on request, within five days be furnished with a certificate by the proper official stating term or terms of service, capacities in which employed, and whether discharged or leaving the service of his own accord.

If discharged, cause of dismissal will be stated. If detained more than five days awaiting such certificate he will be paid schedule wages for all time in excess of five days. Unless otherwise requested this certificate will be mailed to the telegrapher at the place of last employment.

ARTICLE XIII.

Telegraphers will be exempt from shoveling snow, stencilling cars, sifting coal ashes, attending to flower gardens, cleaning and disinfecting stations, or outbuildings, cutting or piling wood, handling government mails. The lighting and attendance to switch and semaphore lamps will, so far as practicable, be performed by other available force. The unloading of way freight from cars and putting away in shed shall be done jointly with the trainmen, and further reasonable assistance will be furnished when necessary.

ARTICLE XIV.

At stations where dwelling, fuel and light are provided, the dwelling will, as far as practicable, be reserved exclusively for the use of the agent and his family, unless he elects to reside elsewhere, in which event permanently appointed operator having a family is to have the first refusal.

A deduction of five dollars per month will be made from the schedule rating of all telegraphers occupying company's dwellings, unless, in the opinion of the superintendent, such amount should be reduced.

When wood is supplied for fuel it will be cut in lengths not exceeding sixteen inches. Kindling wood will be supplied when application is made for same.

Telegraphers who have been allowed free house, fuel and light, and are required by the company to vacate living quarters, will be allowed an increase in salary equal to what their fuel allowance was worth.

A telegrapher occupying a company's dwelling who is dismissed from the company's service will be allowed to retain possession of the dwelling until he has been paid all moneys due him by the company.

The company will keep its dwellings in good repair. Occupants must keep such dwellings and their surroundings clean and must pay for repairs, other than those due to ordinary wear and tear.

Station offices, waiting rooms, etc., will be cleaned at the company's expense.

ARTICLE XV.

(a) Telegraphers (except train dispatchers) required to work on Sunday or outside of regular assigned hours on week days will be paid overtime for such service at time and one-half based on schedule rate twenty-six days per month, any portion of an hour less than thirty minutes not to count, any portion of an hour thirty minutes or over to count as one hour.

(b) If a telegrapher is called before or after office hours, which call shall cover the first hour's service, he will be paid one hour's overtime at the rate provided in Clause (a) hereof, with a minimum compensation of sixty cents. If kept on duty more than one hour he will thereafter be paid overtime as per Clause (a). Telegraphers required to remain on duty after regular hours, if detained fifteen minutes, will be allowed one hour's overtime for the first hour or any portion thereof.

(c) If a train dispatcher is required to work outside of his regular assigned hours or more than six days in a week he will be paid overtime rate as per Clause (a).

(d) Telegraphers will be required to handle commercial messages on Sunday only during hours required for railway service, except on agreement. Telegraphers required by the company for Sunday duty, other than attendance on regular passenger trains, will be so advised on the preceding day.

(e) Overtime will not be allowed unless overtime tickets are mailed to the proper official within forty-eight hours from the time the service is performed. If overtime as claimed is not allowed telegraphers will be notified in writing within ten days from the time such service is performed, setting forth the reasons for disallowance. Telegraphers will number overtime tickets consecutively for each month.

(f) If circumstances where telegraphers are obliged to remain close at hand all day Sunday on account of calls being spread over the whole day, they will be paid for the whole day, and where, under the same circumstances, they are obliged to remain close at hand for a half day on Sunday they will be paid for a half day. That is to say, if a telegrapher is required to come on duty two or three times in the forenoon and is free in the afternoon, he is to be paid one-half day; while if he is required three or more time during the entire day he will be paid one day.

ARTICLE XVI.

If telegraphers are required to attend switch lamps they will be paid four dollars per month for six or less such lamps and fifty cents per month for each additional lamp in excess of six. When semaphore lamps are included fifty cents per month per lamp additional will be allowed.

Nothing in this article will relieve telegraphers from their responsibilities under the rules. Telegraphers will keep train order signal lamps clean and in good condition, and lighted when required, without extra compensation.

ARTICLE XVII.

Telegraphers who attend pumping engines or windmills, which work will be optional with them, will be paid ten dollars per month for attending to steam pumping engines and windmills, and five dollars per month for attending to windmills only.

Telegraphers shall, within office hours, attend to fires under water tanks within a quarter of a mile of their station, and must see that fire is in good condition immediately before going off duty without extra compensation. If called on duty for any of these purposes outside of office hours, telegraphers will be entitled to compensation as provided by Clause (b) of Article XV.

ARTICLE XVIII.

A telegrapher required to leave his permanent location to do relief work temporarily will, without change in salary, be allowed all necessary expenses on production of vouchers.

Other telegraphers doing relief work, except regular relieving telegraphers, will be paid the same wages, without expenses, as the telegraphers they relieve, provided such wages are not less than their own.

Sufficient relief agents will be maintained to meet all reasonable demands. The headquarters of relief agents are the headquarters for the division, unless he holds a permanent position on the division, in which case the point where he is permanently located will be considered his headquarters. Relief agents will be allowed 75 cents per day expenses when away from headquarters.

ARTICLE XIX.

Railway telegraphers handling Canadian Pacific Railway commercial business will be allowed ten per cent commission on all business between points reached by the Canadian Pacific telegraph lines and connecting telegraph lines with which business is checked direct, and on Canadian Pacific Railway proportion of cablegrams.

The income accruing to a station on account of telegraph commissions will be equitably divided between the telegraphers performing the service, the agent to be entitled to not less than one-third of the total amount. If required by the company to handle commercial telegraph business on Sundays outside the hours required for railway service, or on week days outside of assigned hours, arrangements should be made with the commercial department regarding compensation.

ARTICLE XX.

(a) At offices where two or less telegraphers are employed, ten consecutive hours, exclusive of meal hour, shall constitute a day's work.

(b) At offices where an agent and two operators are employed ten consecutive hours per day, exclusive of meal hour, or at the company's option, eight consecutive hours, without meal hour, shall constitute a day's work. The agent at such office shall not be required to perform any wire work except in cases of emergency.

(c) At offices where three or more operators are employed eight consecutive hours will constitute a day's work.

(d) Except in cases of emergency telegraphers will have eight consecutive hours' rest per day.

The hours of duty of all agents will commence between 6:00 and 8:00 o'clock a. m.

Telegraphers working ten hours per day will be allowed sixty consecutive minutes for a meal between either 7:00 a. m. and 9:00 a. m. and 12:00 noon and 2:15 p. m., or 5:00 p. m. and 7:00 p. m., or between midnight and 2:30 a. m., or receive in lieu thereof one hour's overtime, provided that a day telegrapher working ten hours will be allowed his meal hour between 12:00 noon and 2:15 p. m. This will not apply to service rendered the express and commercial telegraph business.

Nothing herein will prohibit a dispatcher from granting two meal hours to a telegrapher working ten hours, the intention being to grant regular meal hour so far as the business of the company permits.

The regular hours of duty will be specified by the superintendent to all telegraphers. If required for service outside these hours, telegraphers will be given an official order as authority and excused in the same manner.

(e) Telegraphers required to meet regular scheduled mixed or passenger trains after regular hours should, if the train is late, remain on duty, keeping the station open for the accommodation of the public, unless instructed to the contrary by the proper officer of the company, and they will be entitled to compensation as provided by Article XV.

Whenever a third operator's position is hereafter established his salary shall not be less than the minimum rate in effect at that office.

(f) A telegrapher called before his regular hours of duty who cannot be let off for breakfast will be entitled to pay for the meal hour.

ARTICLE XXI.

Eight consecutive hours' train dispatching and time required for transferring will constitute a day's work for a trick dispatcher. Train dispatchers will not be required to do clerical work that will interfere with the proper handling of their trains.

ARTICLE XXII.

If a telegrapher considers himself overtaxed his statement to that effect to the proper official will be carefully considered, and if well founded relief will be granted.

When an agent asks for help, the superintendent will either furnish it or arrange

an investigation of conditions within ten days. If such investigation sustains the claim of the agent, the help will be furnished. If such investigation is against the agent, the latter may file his protest with the superintendent, who will immediately ask the general superintendent to send a special investigator, familiar with station work, to report on the case, which will be within ten days. If such investigator reports that the help is required it will be furnished forthwith. If he reports that it is not required, the agent may appeal direct to the general chairman, who, after investigation, to satisfy himself will handle the case as a grievance beginning with the general superintendent.

In a case where the company desires to reduce help, the agent will be given one week's notice, unless he agrees that he can spare the help at once. If the agent claims the assistance is still required, he will so advise his superintendent and the latter will conduct an investigation as outlined in the preceding paragraph. If the agent is dissatisfied with the verdict his protest to the superintendent will result in a special investigation at the instance of the general superintendent in the same manner as provided above, the same channels of appeal being open to the agent as therein outlined.

At points where operators are overworked or kept on duty an excessive length of time, upon furnishing particulars, the inspector of transportation will be instructed to go there and look into the conditions with the general chairman, or with any representative he may select, and if they recommend any changes in conditions to relieve the operators it will be arranged.

ARTICLE XXIII.

When the handling of express or telegraph business, for which a commission payment is allowed, is withdrawn from any telegrapher, the wages will be adjusted to conform with that of similar stations in the same locality where such work is not performed by them.

ARTICLE XXIV.

When a telegrapher is assigned to a position and after a fair trial is found incompetent he will take his place on the extra list, retaining his seniority rights.

ARTICLE XXV.

Train dispatchers will be allowed three weeks' leave of absence each year with full pay.

Other telegraphers who have been in the employ of the company four or more consecutive years will be allowed two weeks' leave of absence each year with full pay. If the company finds it inconvenient to grant leave of absence during any year to a telegrapher entitled to it under this rule, the telegrapher shall, at his option, receive, either compensation at his regular salary for the period, or in the next year additional leave of absence for a like period.

Applications for leave of absence filed in January of each year will be given preference in order of seniority of applicant, and applicants will be advised in February of dates allotted them. January applicants will have preference over later applicants, and

applicants after September 30th will not be entitled to salary compensation if the company is unable to relieve them in that year. The company will, as far as practicable, relieve all applicants during the summer season when so desired.

In the event of a telegrapher being discharged or leaving the service on proper notice before obtaining the deferred leave of absence, he will be paid his salary for same.

ARTICLE XXVI.

Telegraphers will be granted transportation of their household goods and passes or reduced rates and leave of absence in accordance with the general regulations of the company as established from time to time.

ARTICLE XXVII.

The working hours of linemen will be regular and will not exceed ten consecutive hours per day exclusive of meal hour.

A lineman required to leave his own district will be allowed all necessary expenses and extra compensation commensurate with responsibility, if called upon to take charge of any number of men.

District linemen will be allowed all necessary expenses while performing duties on their own district away from headquarters.

Linemen competent to hold other telegraphers' positions will be considered eligible for same and will be allowed to transfer to the class of service covering such position taking three-fourths of their seniority.

Linemen accepting promotion to the position of telegraph or telephone inspectors will retain their seniority standing provided they make an agreement with the superintendent of telegraph and local chairman with the consent of the men affected, to that effect.

The seniority of linemen (except as provided by the preceding paragraph) will date from the time of their last appointment as linemen.

The preamble in Clauses b, c, d, e, f, and g of Article II, Articles III, IV, V, VI, VII, VIII, XI, XII, XV, XX, XXII, XXIV, XXV, and XXVI in the schedule of Rules and Wages will also apply to linemen.

ARTICLE XXVIII.

(Effective October 1st, 1917.)

(a) The term assistant agents will be deemed to include any employee whose duty it is to assist station agents with clerical work, whether ordinarily known as assistant agent, cashier, clerk, checker or any similar title, but not including employees at stations where the staff consists of seven or more men of the classes covered by this article, or at places where freight work exclusively is performed under the jurisdiction of an agent other than the station agent. Only the positions incorporated in the accompanying schedule of wages will be considered assistant agents within the meaning of this schedule.

(b) The seniority of assistant agents will date from the time they last entered the company's service as such, it being understood that assistant agents temporarily out of employment on account of staff reduction will not forfeit their seniority, provided they are available when required.

(c) Assistant agents competent to hold other telegraphers' positions will be considered eligible for same and will be allowed to transfer to the class of service covering such positions without carrying their seniority as assistant agents with them.

(d) The advertising and filling of positions by assistant agents will be governed by the provisions of Article II, except that the right of promotion will extend over each superintendent's division only.

(e) The provision as regards holidays with pay affecting other telegraphers, as per Article XXV, will also apply to assistant agents.

(f) Where assistant agents are now kept on duty ten hours per day or longer it is not intended that their hours shall be extended beyond what they are now working.

(g) The preamble and Articles III, VI, VII, VIII, XI, and XXVI in the schedule of rules and wages will also apply to assistant agents.

ARTICLE XXIX.

Application may be made to assistant general manager direct for a revision of schedule.

ARTICLE XXX.

Minimum Monthly Wages for Telegraphers,
Effective August 1st, 1917.

District and Position	Rate Per Month
East of Chalk River, operators.....	\$ 73.00
Agents	85.00
Relief agents	95.00
Linemen	95.00
Train dispatchers, first year....	149.00
Train dispatchers, second year....	155.00
Train dispatchers, third year....	169.00
Train dispatchers, relief.....	142.00
Chalk River and West, operators....	85.00
Agents	93.00
Relief agents	96.00
Linemen	100.00
Train dispatchers, first year....	150.00
Train dispatchers, second year....	157.00
Train dispatchers, third year....	170.00
Train dispatchers, relief	144.00
Cartier and West, operators.....	89.00
Agents	94.00
Relief agents	96.00
Linemen	100.00
Train dispatchers, first year....	156.00
Train dispatchers, second year....	162.00
Train dispatchers, third year....	175.00
Train dispatchers, relief	149.00
Man., Sask. and Alta., operators....	89.00
Agents	94.00
Relief agents	98.00
Linemen	103.00
Train dispatchers, first year....	162.00
Train dispatchers, second year....	167.00
Train dispatchers, third year....	180.00
Train dispatchers, relief	149.00
B. C., operators	90.00
Agents	102.00
Relief agents	104.00
Linemen	103.00
Train dispatchers, first year....	165.00
Train dispatchers, second year....	170.00
Train dispatchers, third year....	183.00
Train dispatchers, relief	152.00

Relief dispatchers after one year's cumulative service as such will take the rating of

trick dispatcher according to length of service, three hundred and thirteen days to constitute one year in every case.

Relief dispatchers will receive fifty cents per day expenses while away from headquarters.

A regular swing dispatcher will be paid regular trick dispatcher's rate when working as a dispatcher. When not so employed he will receive salary of position held, but in no case less than operator's minimum rate and work will be provided so that full month's salary will be obtained.

J. M. MEIN,
For the Telegraphers.
A. PRICE,
For the Company.

WAGE SCALE.

NEW BRUNSWICK DISTRICT.

Brownville Division.

Station and Position.	Rate per Month.
Skinner, agent and operator.....	\$ 85.00
Holeb, agent and operator.....	128.00
Night operator.....	86.00
Day operator.....	86.00
Jackman, agent and operator.....	108.00
Day operator.....	80.00
Night operator.....	80.00
Long Pond, agent and operator.....	94.00
Somerset Jct., agent and operator...	105.00
Greenville, agent and operator.....	118.00
Day operator.....	83.00
Night operator.....	83.00
Onawa, agent and operator.....	92.00
Brownville Jct., agent.....	138.00
* First operator.....	90.00
Second operator.....	90.00
Third operator.....	90.00
Lake View, agent and operator.....	94.00
Seboois, agent and operator	94.00
McAdam, first operator.....	98.00
Second operator.....	96.00
Third operator.....	92.00
Harvey, agent and operator.....	100.00
Night operator.....	80.00
Fredericton Jct., agent and operator..	118.00
First operator.....	87.00
Second operator.....	87.00
Hoyt, agent and operator.....	95.00
Welsford, agent and operator.....	100.00
Westfield Branch, agent and operator	100.00
Grand Bay, agent and operator.....	100.00
Fairville, agent	119.00
First operator.....	89.00
Second operator.....	90.00
Third operator.....	90.00
Bay Shore, day operator.....	89.00
Night operator.....	82.00
West St. John (winter only) day opr..	83.00
Night operator.....	78.00
St. John (BU), day operator.....	92.00
Night operator.....	78.00
Fredericton, agent.....	138.00
Operator	87.00
Musquash, agent and operator.....	85.00
St. George, agent and operator.....	85.00

Woodstock Division.

St. Stephen, agent and operator.....	\$135.00
Operator	80.00
St. Andrews, agent and operator....	120.00

Station and Position.	Rate per Month.
Watt, agent and operator.....	\$ 88.00
Canterbury, agent and operator.....	100.00
Benton, agent and operator.....	86.00
Debec, agent and operator.....	105.00
Houlton, agent and operator.....	123.00
Woodstock, agent.....	135.00
Woodstock (RX), day operator.....	95.00
Night operator.....	80.00
Hartland, agent and operator.....	106.00
Operator.....	80.00
Florenceville, agent and operator.....	103.00
Bristol, agent and operator.....	92.00
Bath, agent and operator.....	103.00
Upper Kent, agent and operator.....	86.00
Kilburn, agent and operator.....	85.00
Perth Jct., agent and operator.....	115.00
Operator.....	80.00
Plaster Rock, agent and operator.....	95.00
Andover, agent and operator.....	85.00
Aroostook, agent.....	120.00
Day operator.....	79.00
Night operator.....	95.00
Fort Fairfield, agent and operator.....	125.00
Caribou, agent and operator.....	118.00
Presque Isle, agent.....	130.00
Operator.....	78.00
Grand Falls, agent and operator.....	114.00
St. Leonards, agent and operator.....	95.00
Green River, agent and operator.....	87.00
Edmundston, agent and operator.....	115.00
Millville, agent and operator.....	90.00
Otis, agent and operator.....	85.00
Cardigan, agent and operator.....	87.00
St. Marys, agent and operator.....	92.00

QUÉBEC DISTRICT.

Farnham Division.

Station and Position.	Rate per Month.
Mégantic, agent.....	\$135.00
Day operator.....	100.00
Night operator.....	100.00
Springhill, agent and operator.....	90.00
Milan, agent and operator.....	95.00
Scotstown, agent and operator.....	108.00
Day operator.....	83.00
Night operator.....	80.00
Bury, agent and operator.....	104.00
Cookshire, agent.....	105.00
Day operator.....	85.00
Night operator.....	78.00
Birchton, agent and operator.....	85.00
Lennoxville, agent.....	125.00
Day operator.....	90.00
Night operator.....	80.00
Sherbrooke, first operator.....	100.00
Second operator.....	90.00
Third operator.....	90.00
Magog, agent.....	102.00
Day operator.....	95.00
Night operator.....	83.00
Eastray, agent and operator.....	98.00
So. Stukely, agent and operator.....	85.00
Foster, agent and operator.....	100.00
Day operator.....	85.00
Night operator.....	82.00
West Shefford, agent and operator.....	85.00
Adamsville, agent and operator.....	86.00
Brookport, agent and operator.....	105.00
Night operator.....	95.00
Farnham Sta., agent.....	155.00
Day operator.....	100.00
Night operator.....	100.00

Station and Position.	Rate per Month.
Farnham Yard, day operator.....	\$100.00
Night operator.....	100.00
Versailles, agent and operator.....	86.00
Iberville Jct., day operator.....	86.00
Night operator.....	83.00
Iberville, agent.....	105.00
St. Johns, agent.....	155.00
Day operator.....	100.00
L. Acadie, agent and operator.....	90.00
St. Philippe, agent and operator.....	94.00
Delson, agent.....	105.00
Centre, agent and operator.....	90.00
No. Troy, agent and operator.....	115.00
Day operator.....	80.00
Night operator.....	80.00
Highwater, agent and operator.....	90.00
Night operator.....	80.00
Missisquoi, agent and operator.....	88.00
Richford, first operator.....	100.00
Second operator.....	95.00
Third operator.....	95.00
Abercorn, agent and operator.....	95.00
Sutton, agent and operator.....	100.00
Night operator.....	80.00
Enlaugra, agent and operator.....	95.00
Cowansville, agent.....	85.00
Day operator.....	80.00
Night operator.....	80.00
Windsor Mills, agent and operator.....	86.00
Kingsbury, agent and operator.....	86.00
Valcourt, agent and operator.....	85.00
Lawrenceville, agent and operator.....	85.00
Eastman, agent.....	92.00
Masonville, agent and operator.....	86.00
Brome, agent and operator.....	85.00
Knowlton, agent and operator.....	90.00
Waterloo, agent and operator.....	100.00
So. Roxton, agent and operator.....	85.00
Roxton Falls, agent and operator.....	88.00
Actonvale, agent and operator.....	90.00
Wickham, agent and operator.....	86.00
Drummondville, agent and operator.....	115.00
Stanbridge, agent and operator.....	86.00
Bedford, agent and operator.....	95.00
Abbotsford, agent and operator.....	85.00
St. Pie, agent and operator.....	88.00
St. Hyacinthe, agent and operator.....	130.00
Day operator.....	85.00
St. Rosalie Jct., agent and operator.....	100.00
St. Simon, agent and operator.....	85.00
St. Hughes, agent and operator.....	90.00
St. Guillaume, agent and operator.....	95.00

Montreal Terminals Division.

Montreal, first traffic superintendent.....	\$144.00
Second traffic superintendent.....	144.00
Third traffic superintendent.....	144.00
Winsor St. Station, first operator.....	*107.00
Second operator.....	*107.00
Westmount, agent and operator.....	125.00
Montreal West, agent.....	120.00
Day operator.....	90.00
Night operator.....	90.00
Ballantyne, agent and operator.....	90.00
Night operator.....	89.00
South Jct., day operator.....	90.00
Night operator.....	89.00
St. Luc Jct., day operator.....	90.00
Night operator.....	90.00
Highland, agent.....	110.00
Night operator.....	85.00
Adirondacks Jct., agent.....	135.00
Day operator.....	90.00
Night operator.....	90.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Outremont, first operator.....	\$105.00	Grenville, agent and operator.....	\$ 87.00
Second operator.....	105.00	Calumet, agent and operator.....	105.00
Third operator.....	105.00	Night operator.....	84.00
Jac. Car. Jct., agent and operator....	125.00	Pt. au Chene, agent and operator....	86.00
Breslay, day operator.....	88.00	Rasset, agent and operator.....	100.00
Night operator.....	87.00	Montebello, agent and operator.....	92.00
Mill End, agent.....	170.00	Papineauville, agent and operator....	103.00
First operator.....	89.00	Plaisance, agent and operator.....	88.00
Second operator.....	89.00	Thurso, agent and operator.....	89.00
Third operator.....	89.00	Buckingham Jct., agent and operator	103.00
Place Viger, first operator.....	*100.00	Buckingham, agent and operator.....	105.00
Second operator.....	*100.00	East Templeton, agent and operator..	89.00
Sortin, day operator.....	85.00	Bruchesi, agent and operator.....	86.00
Night operator.....	85.00	St. Lin, agent and operator.....	100.00
Laurentian Division.		St. Eustache, agent and operator....	90.00
Quebec, day operator.....	\$ 95.00	St. Lin Jct., agent and operator.....	86.00
Night operator.....	95.00	St. Janvier, agent and operator.....	86.00
Cadorna, agent and operator.....	84.00	St. Jerome, agent and operator.....	110.00
Lorette, agent and operator.....	85.00	Day operator.....	88.00
Belair, agent and operator.....	88.00	Paquin, operator.....	78.00
Pont Rouge, agent and operator.....	100.00	Shawbridge, agent and operator.....	90.00
St. Basile, agent and operator.....	96.00	Piedmont, agent and operator.....	87.00
Portneuf, agent and operator.....	100.00	St. Adele, agent and operator.....	97.00
Night operator.....	81.00	St. Marguerite, agent and operator....	89.00
Lacheyrotiere, agent and operator....	95.00	Val Morin, agent and operator.....	85.00
Grondines, agent and operator.....	95.00	Belisle, Mills, agent and operator....	86.00
La Perade, agent and operator.....	103.00	Ste. Agathe, agent and operator.....	105.00
Batiscan, agent and operator.....	101.00	Night operator.....	80.00
Champlain, agent and operator.....	88.00	Ivry, agent and operator.....	85.00
Piles Jct., operator.....	80.00	Nantel, agent and operator.....	86.00
Trois Rivières, agent.....	165.00	St. Faustin, agent and operator.....	95.00
Day operator.....	95.00	St. Jovite, agent and operator.....	95.00
Night operator.....	95.00	Mont Tremblant, agent and operator..	90.00
Pt. Du Lac, agent and operator.....	86.00	Labelle, agent and operator.....	100.00
Yamachiche, agent and operator.....	105.00	Night operator.....	82.00
Louisville, agent and operator.....	107.00	Annonciation, agent and operator....	87.00
Maskinonge, agent and operator.....	97.00	Nominique, agent and operator.....	90.00
St. Barthelemy, agent and operator....	97.00	Hebert, agent and operator.....	90.00
St. Cuthbert, agent and operator.....	93.00	Barette, agent and operator.....	89.00
Berthier Jct., agent and operator.....	94.00	Mount Laurier, agent and operator...	95.00
Lanoraie, agent and operator.....	105.00	Ottawa Division.	
Night operator.....	85.00	Hudson, agent and operator.....	\$ 95.00
Lavaltrie, agent and operator.....	88.00	Pt. Fortune, agent and operator.....	89.00
L'Epiphanie, agent and operator.....	100.00	Rigaud, agent and operator.....	96.00
Mascouche, agent and operator.....	93.00	Day operator.....	78.00
Terrebonne, agent and operator.....	110.00	Night operator.....	78.00
Day operator.....	80.00	St. Eugene, agent and operator.....	93.00
St. Vincent de Paul, agent and opr....	93.00	Vankleek, agent and operator.....	115.00
Berthier, agent and operator.....	110.00	Night operator.....	78.00
Joliette, agent and operator.....	110.00	Caledonia Springs, agent and operator	105.00
Operator.....	87.00	Alfred, agent and operator.....	97.00
St. Felix, agent and operator.....	94.00	Plantagenet, agent and operator.....	100.00
St. Gabriel, agent and operator.....	100.00	Pendleton, agent and operator.....	92.00
St. Maurice, agent and operator.....	86.00	Bourget, agent and operator.....	92.00
Lac a la Tortue, agent and operator..	89.00	Hammond, agent and operator.....	95.00
Grandes Piles, agent and operator.....	92.00	Night operator.....	78.00
Shawnigan Falls, agent and opr.....	155.00	Leonard, agent and operator.....	92.00
Operator.....	88.00	Navan, agent and operator.....	92.00
Grand Mere, agent and operator.....	135.00	Hurdman, agent and operator.....	108.00
Operator.....	87.00	Night operator.....	87.00
Montreal (RB), operator.....	100.00	Ottawa Cent., agent and operator....	135.00
Bordeaux, agent and operator.....	105.00	Night operator.....	93.00
St. Martin Jct., agent and operator..	115.00	Day operator.....	93.00
Night operator.....	94.00	Beemer, agent and operator.....	100.00
Ste. Rose, agent and operator.....	95.00	Hull, agent.....	145.00
Ste. Therese, agent.....	110.00	Day operator.....	98.00
Day operator.....	93.00	Night operator.....	93.00
Night operator.....	93.00	Ottawa, Broad St., first operator....	106.00
St. Augustin, agent and operator....	87.00	Second operator.....	105.00
St. Scholastique, agent and operator..	100.00	Third operator.....	98.00
St. Hermas, agent and operator.....	88.00	Chaudiere, day operator.....	80.00
Lachute, agent.....	103.00	Night operator.....	80.00
Day operator.....	88.00	Manotick, agent and operator.....	89.00
Staynerville, agent and operator.....	98.00	Osgoode, agent and operator.....	95.00

Station and Position.	Rate per Month.
Kemptonville, agent and operator.....	\$ 95.00
Spencerville, agent and operator.....	89.00
Prescott, agent.....	145.00
Operator.....	93.00
Quyon, agent and operator.....	89.00
Shawville, agent and operator.....	89.00
Campbell's Bay, agent and operator..	89.00
Ft. Coulonge, agent and operator.....	89.00
Waltham, agent and operator.....	90.00
Chelsea, agent and operator.....	86.00
Wakefield, agent and operator.....	90.00
Alcove, agent and operator.....	87.00
Low, agent and operator.....	87.00
Kazubazua, agent and operator.....	87.00
Gracefield, agent and operator.....	90.00
Burbridge, agent and operator.....	87.00
Maniwaki, agent and operator.....	100.00

Smith Falls Division.

Dorval, agent and operator.....	\$ 90.00
Beaconsfield, agent and operator.....	93.00
St. Annes, agent and operator.....	102.00
Vaudreuil, agent and operator.....	85.00
Day operator.....	85.00
Night operator.....	85.00
St. Lazare, agent and operator.....	86.00
St. Clet, agent and operator.....	93.00
Dalhousie Mills, agent and operator..	93.00
Green Valley, agent and operator.....	93.00
Apple Hill, agent and operator.....	93.00
Monklands, agent and operator.....	93.00
Avonmore, agent and operator.....	93.00
Finch, agent.....	110.00
Day operator.....	90.00
Night operator.....	85.00
Chesterville, agent and operator.....	110.00
Operator.....	85.00
Winchester, agent and operator.....	110.00
Inkerman, agent.....	90.00
Mountain, agent and operator.....	95.00
Kempton, agent and operator.....	98.00
Night operator.....	85.00
Merrickville, agent and operator.....	110.00
Night operator.....	85.00
Smiths Falls, first operator.....	105.00
Second operator.....	105.00
Third operator.....	105.00
Smiths Falls, Psg. Dep., day operator	100.00
Night operator.....	100.00
No. Lancaster, agent and operator....	86.00
Williamstown, agent and operator....	86.00
Cornwall, agent.....	165.00
Day operator.....	85.00
Stittsville, agent and operator.....	96.00
Night operator.....	78.00
Ashton, agent and operator.....	96.00
Carleton Place, agent.....	105.00
Day operator.....	98.00
Night operator.....	93.00
Almonte, agent.....	115.00
Day operator.....	96.00
Night operator.....	90.00
Pakenham, agent and operator.....	104.00
Arnprior, agent.....	104.00
Day operator.....	96.00
Night operator.....	90.00
Braeside, agent and operator.....	95.00
Sand Point, agent and operator.....	98.00
Castleford, night operator.....	85.00
Renfrew, agent.....	104.00
Day operator.....	96.00
Night operator.....	90.00
Haley's, agent and operator.....	95.00

Station and Position.	Rate per Month.
Cobden, agent.....	\$ 96.00
Day operator.....	78.00
Night operator.....	85.00
Meath, agent and operator.....	95.00
Pembroke, agent.....	135.00
Day operator.....	96.00
Night operator.....	90.00
Petawawa, agent and operator.....	92.00
Day operator.....	78.00
Night operator.....	85.00
Petawawa Mil. Camp, agent and opr.	95.00
Douglas, agent and operator.....	90.00
Eganville, agent and operator.....	98.00
Franktown, agent and operator.....	91.00
Night operator.....	78.00
Jasper, agent and operator.....	94.00
Belamy, agent and operator.....	89.00
Brockville, agent.....	130.00

ONTARIO DISTRICT.

Trenton Division.

Station and Position.	Rate per Month.
Maberly, agent and operator.....	\$ 93.00
Sharbot Lake, agent and operator....	120.00
Night operator.....	85.00
Mountain Grove, agent and operator..	93.00
Ardendale, agent and operator.....	93.00
Kaladar, agent and operator.....	103.00
Night operator.....	78.00
Sulphide, agent and operator.....	100.00
Tweed, agent.....	117.00
Day operator.....	95.00
Night operator.....	85.00
Ivanhoe, agent and operator.....	93.00
Bonarlaw, agent and operator.....	112.00
Havelock, agent.....	120.00
Day operator.....	110.00
Night operator.....	105.00
Norwood, agent and operator.....	105.00
Indian River, agent and operator.....	98.00
Peterboro, day operator.....	100.00
Night operator.....	90.00
Cavan, agent and operator.....	100.00
Bethany Jct., agent and operator....	92.00
Night operator.....	80.00
Pontypool, agent and operator.....	93.00
Burketon, agent and operator.....	105.00
Myrtle, agent and operator.....	100.00
Night operator.....	80.00
Claremont, agent and operator.....	100.00
Locust Hill, agent and operator.....	100.00
Nestleton, agent and operator.....	88.00
Bobcaygeon, agent and operator.....	110.00
Lindsay, agent.....	155.00
Day operator.....	95.00
Night operator.....	84.00
Orillia, agent.....	150.00
Day operator.....	95.00
Night operator.....	84.00
Uthoff, agent and operator.....	95.00
Coldwater, agent and operator.....	100.00
Night operator.....	78.00
Port McNicoll, day operator.....	95.00
Night operator.....	90.00
Kingston, day operator.....	95.00
Harrowsmith, agent and operator.....	105.00
Verona, agent and operator.....	88.00
Godfrey, agent and operator.....	88.00
Clarendon, agent and operator.....	88.00
Lavant, agent and operator.....	88.00
Calabogie, agent and operator.....	90.00
Renfrew Jct., agent and operator.....	88.00
Emsley, day operator.....	78.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Perth, agent.....	\$135.00	Quebec St., agent.....	\$145.00
Day operator.....	95.00	Day operator.....	100.00
Night operator.....	85.00	Night operator.....	100.00
Glen Tay, agent and operator.....	†100.00	London Depot, ticket agt. and opr.....	120.00
Night operator.....	†90.00	Night operator.....	100.00
Crow Lake, day operator.....	78.00	London Disp. Off., day operator.....	110.00
Tichborne, agent and operator.....	115.00	Komoka, agent and operator.....	90.00
Night operator.....	85.00	Caradoc, agent and operator.....	90.00
Wilkinson, agent and operator.....	93.00	Night operator.....	78.00
Night operator.....	78.00	Appin, agent and operator.....	90.00
Roblindale, agent and operator.....	93.00	Glencoe, agent and operator.....	90.00
Night operator.....	80.00	Newbury, agent and operator.....	90.00
Lonsdale, agent and operator.....	90.00	Bothwell, agent and operator.....	95.00
Night operator.....	78.00	Night operator.....	78.00
Shannonville, night operator.....	78.00	Thamesville, agent and operator.....	95.00
Trenton, first operator.....	*110.00	Kent Bridge, agent and operator.....	95.00
Second operator.....	*105.00	Chatham, agent.....	150.00
Third operator.....	*105.00	Day operator.....	100.00
Brighton, agent and operator.....	100.00	Night operator.....	90.00
Colborne, agent and operator.....	95.00	Jeanette, agent and operator.....	90.00
Night operator.....	80.00	Tilbury, agent and operator.....	95.00
Grafton, agent and operator.....	90.00	Night operator.....	78.00
Cobourg, agent and operator.....	120.00	Haycroft, agent and operator.....	90.00
Night operator.....	80.00	Belle River, agent and operator.....	90.00
Port Hope, agent and operator.....	120.00	Elmstead, agent and operator.....	90.00
Night operator.....	80.00	Walkerville Jct., agent and operator.....	102.00
Newtonville, day operator.....	80.00	Night operator.....	80.00
Night operator.....	78.00	Lake Shore, agent and operator.....	100.00
Newcastle, agent and operator.....	93.00	Windsor Yard, day operator.....	100.00
Bowmanville, agent.....	110.00	Night operator.....	90.00
Day operator.....	93.00	Windsor Depot, day operator.....	100.00
Night operator.....	82.00	Embro, agent and operator.....	86.00
Oshawa, day operator.....	95.00	Lakeside, agent and operator.....	85.00
Night operator.....	82.00	St. Marys, agent and operator.....	120.00
Whitby, agent and operator.....	110.00	Beachville, agent and operator.....	86.00
Night operator.....	82.00	Ingersoll, day operator.....	92.00
Cherrywood, day operator.....	78.00	Putnam, agent and operator.....	86.00
Night operator.....	78.00	Harrietsville, agent and operator.....	86.00
Agincourt, agent and operator.....	110.00	Belmont, agent and operator.....	90.00
Night operator.....	†90.00	Ste Agathe, agent and operator.....	105.00
Leaside, agent and operator.....	100.00	Night operator.....	80.00
Night operator.....	85.00	Mount Elgin, agent and operator.....	85.00
Don, agent and operator.....	98.00	Tillsonburg, agent and operator.....	125.00
Night operator.....	85.00	Tillsonburg Tower, day operator.....	80.00
North Toronto, day operator.....	93.00	Night operator.....	80.00
Night operator.....	85.00	Straffordville, agent and operator.....	85.00
London Division.		Vienna, agent and operator.....	85.00
Cooksville, agent and operator.....	\$ 94.00	Port Burwell, agent and operator.....	115.00
Erindale, agent and operator.....	90.00	Night operator.....	78.00
Streetsville Jct., agent and operator.....	110.00	Waterdown, agent and operator.....	86.00
Night operator.....	82.00	Flamboro, agent and operator.....	86.00
Milton, agent.....	140.00	Moffat, agent and operator.....	85.00
Day operator.....	93.00	Guelph, agent.....	160.00
Night operator.....	80.00	Day operator.....	90.00
Guelph Jct., agent.....	115.00	Night operator.....	80.00
Day operator.....	95.00	Ariss, agent and operator.....	86.00
Night operator.....	85.00	West Montrose, agent and operator.....	85.00
Puslinch, agent and operator.....	95.00	Elmira, agent and operator.....	95.00
Night operator.....	79.00	Wallenstein, agent and operator.....	86.00
Galt, agent.....	160.00	Linwood, agent and operator.....	90.00
Day operator.....	100.00	Millbank, agent and operator.....	86.00
Night operator.....	90.00	Milverton, agent and operator.....	90.00
Ayr, agent and operator.....	115.00	West Monkton, agent and operator.....	95.00
Night operator.....	79.00	Walton, agent and operator.....	90.00
Drumbo, agent and operator.....	100.00	Blyth, agent and operator.....	90.00
Innerkip, agent and operator.....	95.00	Auburn, agent and operator.....	86.00
Night operator.....	.....	McGaw, agent and operator.....	85.00
Woodstock, day operator.....	100.00	Goderich, day operator.....	90.00
Night operator.....	90.00	Listowel, agent.....	115.00
Zorra, agent and operator.....	88.00	Bruce Division.	
Thamesford, agent and operator.....	95.00	Meadowvale, agent and operator.....	\$ 87.00
Night operator.....	79.00	Brampton, agent.....	140.00
		Day operator.....	83.00

Station and Position.	Rate per Month.
Cheltenham, agent and operator.....	\$ 87.00
Forks of Credit, agent and operator..	87.00
Cataract, agent and operator.....	90.00
Alton, agent and operator.....	92.00
Erin, agent and operator.....	92.00
Hillsburg, agent and operator.....	90.00
Belwood, agent and operator.....	90.00
Fergus, agent and operator.....	110.00
Elora, agent and operator.....	110.00
Grand Valley, agent and operator....	95.00
Arthur, agent and operator.....	106.00
Mount Forest, agent and operator.....	125.00
Harriston, agent and operator.....	110.00
Fordwich, agent and operator.....	90.00
Gorrie, agent and operator.....	90.00
Wroxeter, agent and operator.....	90.00
Wingham, agent and operator.....	107.00
Teeswater, agent and operator.....	100.00
Day operator.....	83.00
Mount Denis, agent and operator.....	85.00
Weston, agent.....	110.00
Day operator.....	86.00
Woodbridge, agent and operator.....	97.00
Night operator.....	82.00
Kleinburg, agent and operator.....	97.00
Bolton, agent.....	100.00
Day operator.....	85.00
Night operator.....	84.00
Mono Road, agent and operator.....	92.00
Caledon, agent and operator.....	92.00
Melville, agent and operator.....	92.00
Orangeville, agent.....	135.00
Day operator.....	93.00
Night operator.....	84.00
Fraxa, agent and operator.....	97.00
Shelburne, agent and operator.....	100.00
Corbetton, agent and operator.....	92.00
Dundalk, agent and operator.....	100.00
Proton, agent and operator.....	92.00
Flesherton, agent and operator.....	97.00
Markdale, agent and operator.....	95.00
Berkeley, agent and operator.....	92.00
Holland Centre, agent and operator..	92.00
Chatsworth, agent and operator.....	92.00
Owen Sound, day operator.....	96.00
Night operator.....	86.00
Tottenham, agent and operator.....	92.00
Night operator.....	78.00
Beeton, agent and operator.....	92.00
Alliston, agent and operator.....	104.00
Night operator.....	85.00
Baxter, agent and operator.....	85.00
Ypres, day operator.....	78.00
Night operator.....	78.00
Camp Borden, day operator.....	78.00
Night operator.....	78.00
Essa, agent and operator.....	92.00
Midhurst, agent and operator.....	97.00
Night operator.....	82.00
Craighurst, agent and operator.....	93.00
Carley, agent and operator.....	92.00
Eady, agent and operator.....	92.00
Coldwater Jct., agent and operator...	98.00
Night operator.....	84.00
Lovering, agent and operator.....	92.00
Bala, agent and operator.....	100.00
Night operator.....	82.00
MacTier, agent.....	125.00
First operator.....	*98.00
Second operator.....	*97.00
Third operator.....	*96.00
Priceville, agent and operator.....	86.00
Durham, agent and operator.....	100.00
Hanover, agent and operator.....	110.00

Station and Position.	Rate per Month.
Walkerton, agent and operator.....	\$108.00
Day operator.....	84.00
Parkdale, day operator.....	97.00
Night operator.....	90.00
West Toronto, agent.....	180.00
West Toronto Depot, first operator..	*109.00
Second operator.....	*100.00
Third operator.....	*100.00
Lambton Yard, first operator.....	*105.00
Second operator.....	*100.00
Third operator.....	*100.00
Islington, agent and operator.....	93.00
Grand Jct., day operator.....	85.00
Night operator.....	85.00
Toronto "V" Office, first operator...	*110.00
Second operator.....	*100.00
Third operator.....	*95.00
Fourth operator.....	*95.00
Fifth operator.....	*90.00
Sixth operator.....	*90.00
Additional operators added will be paid not less than the minimum rate now in effect in this office.	

ALGOMA DISTRICT.

Sudbury Division.

Station and Position.	Rate per Month.
Chalk River, agent.....	\$150.00
First operator.....	*103.00
Second operator.....	*100.00
Third operator.....	*100.00
Moor Lake, agent and operator.....	96.00
Mackey, agent and operator.....	96.00
Operator.....	87.00
Adelard, agent and operator.....	94.00
Deux Rivieres, agent and operator...	96.00
Operator.....	87.00
Klock, agent and operator.....	96.00
Mattawa, agent.....	115.00
Day operator.....	94.00
Night operator.....	92.00
Temiskaming, agent and operator...	105.00
Kipawa, agent and operator.....	98.00
Eau Claire, agent and operator.....	96.00
Rutherglen, agent and operator.....	96.00
Bonfield, agent and operator.....	96.00
Operator.....	87.00
Cliffe, agent and operator.....	94.00
North Bay, first operator.....	*108.00
Second operator.....	*105.00
Third operator.....	*105.00
Fourth operator.....	*105.00
Fifth operator.....	*105.00
Meadowside, operator.....	87.00
Sturgeon Falls, agent.....	122.00
Day operator.....	94.00
Night operator.....	92.00
Cache Bay, agent and operator.....	100.00
Verner, agent and operator.....	98.00
Night operator.....	87.00
Warren, agent and operator.....	98.00
Markstay, agent and operator.....	98.00
Operator.....	87.00
Wanapitell, agent and operator.....	95.00
Coniston, agent and operator.....	110.00
Romford, agent.....	95.00
Day operator.....	89.00
Night operator.....	89.00
Sudbury, agent.....	165.00
First operator.....	*108.00
Second operator.....	*105.00
Third operator.....	*105.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Murray, day operator.....	\$ 86.00	Chapleau, agent	\$145.00
Night operator.....	86.00	First operator	*104.00
Azilda, agent and operator	95.00	Second operator	*101.00
Operator	87.00	Third operator	*101.00
Chelmsford, agent and operator.....	98.00	Esher, day operator	93.00
Larchwood, agent and operator.....	96.00	Night operator	93.00
Levack, agent and operator.....	96.00	Pardee, day operator.....	93.00
Windy Lake, agent and operator.....	95.00	Night operator	93.00
Parry Sound, agent.....	138.00	Healy, day operator.....	93.00
Day operator	92.00	Night operator	93.00
Night operator	90.00	Nicholson, agent and operator.....	107.00
Nobel, agent	102.00	Bolkow, day operator.....	93.00
Day operator	88.00	Night operator	93.00
Night operator	88.00	Dalton, day operator	93.00
Shawanaga, agent and operator.....	95.00	Night operator	93.00
Byng Inlet, agent and operator.....	102.00	Missanable, agent and operator.....	107.00
Operator	87.00	Operator	93.00
Pt. Au Baril, agent and operator.....	96.00	Franz, agent	120.00
Operator	87.00	First operator	94.00
Dunlop, agent and operator.....	94.00	Second operator	94.00
Pickrel, operator	87.00	Grassett, operator	93.00
Bigwood, agent and operator.....	96.00	Amyott, day operator.....	96.00
Rutter, agent and operator.....	95.00	Night operator	93.00
Burwash, agent and operator.....	98.00	Depew, day operator.....	93.00
Operator	87.00	Night operator	93.00
Copper Cliff, agent and operator.....	123.00	Schreiber Division.	
Operator	90.00	White River, agent.....	\$138.00
Naughton, agent and operator.....	94.00	First operator	*104.00
Whitefish, agent and operator.....	96.00	Second operator	*101.00
Victoria Mine, agent and operator.....	98.00	Third operator	*101.00
Worthington, agent and operator.....	102.00	King, day operator.....	93.00
Nairn, agent and operator.....	98.00	Night operator	93.00
Espanola, agent and operator.....	112.00	Hemlo, day operator.....	93.00
Webbwood, agent	138.00	Night operator	93.00
Day operator	98.00	Heron Bay, agent and operator.....	105.00
Night operator.....	98.00	Operator	93.00
Massey, agent and operator.....	102.00	Peninsula, night operator.....	93.00
Walford, agent and operator.....	97.00	Day operator	93.00
Spanish, agent and operator.....	98.00	Coldwell, agent and operator.....	105.00
Cutler, agent and operator.....	99.00	Operator	93.00
Spragge, agent and operator.....	98.00	Middleton, day operator.....	93.00
Algoma, agent and operator.....	96.00	Night operator	93.00
Blind River, agent and operator.....	100.00	Jackfish, agent and operator	125.00
Dean Lake, agent and operator.....	98.00	Night operator	97.50
Thessalon, agent and operator.....	100.00	Schreiber, agent	138.00
Nestorville, agent and operator.....	98.00	First operator	*104.00
Bruce, agent and operator.....	98.00	Second operator	*101.00
Desbarats, agent and operator.....	97.00	Third operator	*101.00
Ekoba, agent and operator.....	96.00	Selim, day operator.....	93.00
Soo, day operator.....	100.00	Night operator	93.00
Night operator	100.00	Rosspoint, agent and operator.....	107.00
Chapleau Division.		Pays Plat, day operator.....	93.00
Cartier, agent	\$145.00	Night operator.....	93.00
First operator	*104.00	Cavers, day operator.....	93.00
Second operator	*101.00	Night operator	93.00
Third operator	*101.00	Gurney, day operator	93.00
Geneva, day operator.....	93.00	Night operator	93.00
Night operator	93.00	Fire Hill, day operator.....	93.00
Strajak, agent and operator	107.00	Night operator	93.00
Pogma, operator	93.00	Ruby, day operator.....	93.00
Metagama, day operator.....	93.00	Night operator	93.00
Night operator	93.00	Nipigon, agent and operator.....	125.00
Bisco, agent and operator.....	116.00	Operator	98.00
Roberts, day operator.....	93.00	Hurkett, day operator.....	93.00
Night operator	93.00	Night operator	93.00
Woman River, agent and operator.....	107.00	Dorion, agent and operator.....	109.00
Operator	93.00	Night operator	93.00
Ridout, day operator.....	93.00	Pearl, agent and operator.....	109.00
Night operator	93.00	Operator	93.00
Nemegos, agent and operator.....	107.00	Loon, day operator.....	95.00
Operator	93.00	MacKenzie, day operator.....	95.00
		Night operator	93.00
		Navilus, day operator.....	93.00
		Night operator	93.00

MANITOBA DISTRICT.

Fort William Terminal Division.

Station and Position.	Rate per Month.
Current River, day operator	\$100.00
Night operator	100.00
Port Arthur, day operator	110.00
Night operator	110.00
Ft. William, Yd., first trick operator ..	110.00
Second trick operator	110.00
Third trick operator	110.00
Ft. William, Un., day operator	110.00
Night operator	110.00
Westfort, agent	140.00
Day operator	97.00

Kenora Division.

Murillo, agent and operator	\$102.00
Kam, agent and operator	102.00
Finmark, agent and operator	100.00
Night operator	89.00
Buda, day operator	89.00
Night operator	89.00
Raith, agent and operator	112.00
Night operator	98.00
Savanne, agent and operator	102.00
Upsala, night operator	89.00
English River, agent and operator	100.00
Bonheur, night operator	89.00
Ignace, agent	132.00
First operator	110.00
Second operator	110.00
Third operator	110.00
Tache, day operator	89.00
Night operator	89.00
Dinorwic, agent and operator	102.00
Wabigoon, agent and operator	102.00
Dryden, agent	132.00
Day operator	98.00
Night operator	98.00
Oxdrift, agent and operator	102.00
Eagle River, agent and operator	110.00
Night operator	92.00
Vermillion Bay, agent and operator ..	102.00
Pine, night operator	89.00
Hawk Lake, day operator	89.00
Kenora, agent	165.00
D. Op. Tk. Ck.	113.00
N. Op. B. Ofs.	100.00
First O. Y. Of.	110.00
Second O. Y. Of.	110.00
Third O. Y. Of.	110.00
Day Op. D. S.	113.00
Ngt. Op. D. S.	113.00
Keewatin, agent	140.00
Day operator	97.00
Ingolf, agent and operator	100.00
Night operator	89.00
Rennie, agent and operator	110.00
Night operator	92.00
Whitemouth, agent and operator	110.00
Molson, agent and operator	115.00
Night operator	92.00
Beausejour, agent and operator	127.00
Tyndall, agent and operator	110.00
East Selkirk, agent and operator	102.00
Birds Hill, agent and operator	110.00
Lac du Bonnet, agent and operator	104.00
Lydiatt, agent and operator	98.00
Hazelridge, agent and operator	102.00
Oakbank, agent and operator	102.00

Winnipeg Terminal Division.

N. Transcona, agent and operator	\$112.00
Norcran, first operator	*110.00
Second operator	*110.00
Third operator	*110.00

Station and Position.

Rate per Month.

V. D. Office, first operator	*110.00
Second operator	*110.00
Third operator	*110.00
K. Office, first operator	*110.00
Second operator	*110.00
Third operator	*110.00
Donan, day operator	98.00
Night operator	98.00
St. Boniface, agent	120.00

Portage Division.

La Salle, agent and operator	\$ 99.00
Morris, agent and operator	105.00
Rosenfeld, agent and operator	103.00
Plum Coulee, agent and operator	111.00
Winkler, agent and operator	113.00
Morden, agent and operator	120.00
Day operator	94.00
Thornhill, agent and operator	97.00
Darlingford, agent and operator	103.00
Manitou, agent and operator	113.00
La Riviere, agent and operator	120.00
Night operator	98.00
Altona, agent and operator	103.00
Gretna, agent and operator	120.00
MacDonald, agent and operator	98.00
Westbourne, agent and operator	103.00
Gladstone, agent and operator	115.00
Night operator	92.00
Keyes, agent and operator	98.00
Arden, agent and operator	103.00
Neepawa, agent and operator	150.00
Day operator	93.00
Night operator	93.00
Franklin, agent and operator	98.00
Starbuck, agent and operator	99.00
Fannystelle, agent and operator	96.00
Elm Creek, agent and operator	107.00
Carman, agent and operator	120.00
St. Claude, agent and operator	97.00
Rathwell, agent and operator	110.00
Treherne, agent and operator	112.00
Holland, agent and operator	112.00
C. River, agent and operator	109.00
Glenboro, agent and operator	115.00
Methven, agent and operator	100.00
Carroll, agent and operator	98.00
Nesbitt, agent and operator	97.00
Niverville, agent and operator	96.00
Otterburne, agent and operator	102.00
Carey, agent and operator	96.00
Arnaud, agent and operator	98.00
Dom. City, agent and operator	103.00
Emerson, agent and operator	120.00
Operator	95.00
Bradbury, agent and operator	94.00
Selkirk, agent and operator	115.00
Wpg. Beach, agent and operator	106.00
Gimli, agent and operator	103.00
Riverton, agent and operator	103.00
Stony Mountain, agent and operator ..	99.00
Stonewall, agent and operator	109.00
Gunton, agent and operator	96.00
Balmoral, agent and operator	96.00
Teulon, agent and operator	100.00
Komarno, agent and operator	98.00
Kreuzburg, agent and operator	98.00
Arborg, agent and operator	103.00
Edrans, agent and operator	98.00
Wellwood, agent and operator	98.00
Brookdale, agent and operator	98.00
Moore Park, agent and operator	98.00
Rosser, agent and operator	101.00
Night operator	92.00
Meadows, agent and operator	98.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Marquette, agent and operator.....	\$ 98.00	Kelloe, agent and operator.....	\$ 95.00
Poplar Point, agent and operator.....	101.00	Solsgrith, agent and operator.....	98.00
High Bluff, agent and operator.....	103.00	Birtle, agent and operator.....	105.00
Portage, agent	160.00	Night operator	89.00
First operator	105.00	Foxwarren, agent and operator.....	100.00
Second operator	105.00	Binscarth, agent and operator.....	105.00
Third operator	105.00	Russell, agent and operator.....	103.00
Bagot, agent and operator	99.00	Harrowby, agent and operator.....	99.00
MacGregor, agent and operator.....	115.00	Night operator	90.00
Austin, agent and operator.....	106.00	Marchwell, agent and operator.....	94.00
Night operator.....	92.00	Langenburg, agent and operator.....	100.00
Sidney, agent and operator.....	106.00	Churchbridge, agent and operator....	97.00
Night operator	92.00	Bredenhury, agent and operator.....	130.00
Carberry, agent and operator.....	120.00	Day operator	98.00
Day operator	96.00	Night operator	98.00
Night operator	96.00	Forrest, agent and operator.....	105.00
Camp Hughes, agent	97.00	Rapid City, agent and operator.....	108.00
Day operator	89.00	Pettapiece, agent and operator.....	100.00
Night operator	89.00	Oak River, agent and operator.....	100.00
Douglas, agent and operator.....	99.00	Haniota, agent and operator.....	108.00
Chater, agent and operator.....	107.00	Crandall, agent and operator.....	100.00
Brandon Division.		Miniota, agent and operator.....	105.00
Brandon, D. I., first operator	\$110.00	Wheatland, agent and operator.....	96.00
Second operator	110.00	Bradwardine, agent and operator....	96.00
Third operator	110.00	Harding, agent and operator.....	98.00
Brandon, U. N., operator.....	110.00	Kenton, agent and operator.....	98.00
Kemnay, agent and operator.....	105.00	Lenore, agent and operator.....	100.00
Night operator	90.00	Souris Division.	
Alexander, agent and operator.....	107.00	Pilot Mound, agent and operator.....	\$113.00
Griswold, agent and operator.....	107.00	Crystal City, agent and operator.....	113.00
Oak Lake, agent and operator.....	120.00	Clearwater, agent and operator.....	97.00
Virden, agent and operator.....	125.00	Mather, agent and operator.....	97.00
Day operator	95.00	Cartwright, agent and operator.....	110.00
Night operator	95.00	Holmfild, agent and operator.....	98.00
Hargrave, agent and operator.....	107.00	Killarney, agent and operator.....	121.00
Elkhorn, agent and operator.....	120.00	Ninga, agent and operator.....	100.00
Day operator	100.00	Boissevain, agent and operator.....	121.00
Night operator	100.00	Whitewater, agent and operator....	95.00
Kirkella, agent and operator.....	107.00	Deloraine, agent and operator.....	121.00
Fleming, agent and operator.....	108.00	Day operator	94.00
Moosomin, agent and operator.....	118.00	Medora, agent and operator.....	96.00
Day operator	92.00	Goodlands, agent and operator.....	96.00
Night operator	92.00	Waskada, agent and operator.....	102.00
Wapella, agent and operator.....	110.00	Lyleton, agent and operator.....	104.00
Day operator	92.00	Snowflake, agent and operator.....	98.00
Night operator	92.00	Mowbray, agent and operator.....	97.00
Whitewood, agent and operator.....	108.00	Purves, agent and operator.....	95.00
Day operator	92.00	Souris, agent	150.00
Night operator	92.00	Supts. operator	110.00
Broadview, agent	135.00	Beresford, agent and operator.....	95.00
First operator	110.00	Schwitzer, agent and operator.....	96.00
Second operator	110.00	Hartney, agent and operator.....	115.00
Third operator	110.00	Lauder, agent and operator.....	115.00
Two Creeks, agent and operator.....	95.00	Napinka, agent and operator.....	121.00
McAuley, agent and operator.....	98.00	Melita, agent and operator.....	115.00
Welwyn, agent and operator.....	99.00	Elva, agent and operator.....	95.00
Tantallon, agent and operator.....	99.00	Pierson, agent and operator.....	97.00
Esterhazy, agent and operator.....	102.00	Gajnsboro, agent and operator.....	97.00
Rocanville, agent and operator.....	102.00	Carievale, agent and operator.....	97.00
Stockholm, agent and operator.....	97.00	Carnduff, agent and operator.....	106.00
Dubuc, agent and operator.....	98.00	Glenewen, agent and operator.....	97.00
Grayson, agent and operator.....	98.00	Oxbow, agent and operator.....	106.00
Killalee, agent and operator.....	96.00	Alameda, agent and operator.....	104.00
Neudorf, agent and operator.....	125.00	Frobisher, agent and operator.....	100.00
Night operator	94.00	Bienfait, agent and operator.....	106.00
Minnedosa, agent	137.00	Tilston, agent and operator.....	95.00
Day operator	98.00	Storhocks, agent and operator.....	95.00
Night operator	98.00	Alida, agent and operator.....	95.00
Basswood, agent and operator.....	100.00	Deleau, agent and operator.....	95.00
Newdale, agent and operator.....	100.00	Pipestone, agent and operator.....	100.00
Strathclair, agent and operator.....	100.00	Reston, agent and operator.....	118.00
Shoal Lake, agent and operator.....	100.00	Night operator	89.00
Night operator	89.00	Sinclair, agent and operator.....	95.00

Station and Position.	Rate per Month.
Antler, agent and operator.....	\$ 95.00
Redvers, agent and operator.....	102.00
Wauchope, agent and operator.....	95.00
Manor, agent and operator.....	102.00
Carlyle, agent and operator.....	106.00
Arcola, agent.....	128.00
Day operator.....	98.00
Night operator.....	98.00
Maryfield, agent and operator.....	113.00
Day operator.....	94.00
Fairlight, agent and operator.....	95.00
Wawota, agent and operator.....	97.00
Kennedy, agent and operator.....	95.00
Bender, agent and operator.....	95.00
Windthorst, agent and operator.....	100.00
Regent, agent and operator.....	95.00

SASKATCHEWAN DISTRICT.

Regina Division.

Station and Position.	Rate per Month.
Grenfell, agent.....	\$115.00
Day operator.....	95.00
Night operator.....	95.00
Summerberry, agent.....	105.00
Wolseley, agent.....	132.00
Day operator.....	95.00
Night operator.....	95.00
Sintaluta, agent.....	115.00
Night operator.....	89.00
Indian Head, agent.....	132.00
Day operator.....	95.00
Night operator.....	95.00
Qu'Appelle, agent.....	115.00
Day operator.....	89.00
McLean, agent.....	110.00
Night operator.....	89.00
Balgonie, agent.....	106.00
Pilot Butte, agent.....	105.00
Night operator.....	89.00
Regina, agent.....	215.00
Regina R. G. Offices, first operator.....	*110.00
Second operator.....	*110.00
Third, operator.....	*110.00
Regina N. E. Offices, first operator.....	115.00
Second operator.....	115.00
Grand Coulee, agent.....	105.00
Pense, agent.....	110.00
Day operator.....	89.00
Belle Plaine, agent.....	105.00
Pasqua, agent.....	110.00
Night operator.....	95.00
Brora, agent.....	94.00
Tregarva, agent.....	94.00
Craven, agent.....	100.00
Regina Beach, agent.....	94.00
Keddleston, agent.....	94.00
Dilke, agent.....	100.00
Night operator.....	89.00
Holdfast, agent.....	100.00
Penzance, agent.....	100.00
Liberty, agent.....	102.00
Stalwart, agent.....	94.00
Imperial, agent.....	105.00
Night operator.....	89.00
Simpson, agent.....	102.00
Amazon, agent.....	94.00
Renown, agent.....	96.00
Young, agent.....	100.00
Silton, agent.....	94.00
Kisby, agent.....	102.00
Forget, agent.....	102.00

Station and Position.	Rate per Month.
Stoughton, agent.....	\$120.00
Day operator.....	89.00
Heward, agent.....	102.00
Creelman, agent.....	105.00
Fillmore, agent.....	105.00
Osage, agent.....	102.00
Tyvan, agent.....	102.00
Francis, agent.....	102.00
Sedley, agent.....	105.00
Lajord, agent.....	102.00
Kronau, agent.....	102.00
Richardson, agent.....	94.00
Froude, agent.....	94.00
Griffin, agent.....	94.00
North Portal, agent.....	168.00
First operator.....	100.00
Second operator.....	100.00
Third operator.....	100.00
Roche Percee, agent.....	100.00
Estevan, agent.....	175.00
First operator.....	100.00
Second operator.....	100.00
Third operator.....	100.00
Hitchcock, agent.....	96.00
Macoun, agent.....	103.00
Midale, agent.....	103.00
Halbrite, agent.....	103.00
Weyburn, agent.....	135.00
Weyburn, W. B., day operator.....	100.00
Night operator.....	100.00
Weyburn, Y. N., opr. and tk. clk.....	110.00
McTaggart, agent.....	103.00
Yellow Grass, agent.....	110.00
Lang, agent.....	105.00
Milestone, agent.....	110.00
Corinne, agent.....	96.00
Wilcox, agent.....	103.00
Rouleau, agent.....	110.00
Day operator.....	89.00
Drinkwater, agent.....	103.00
Torquay, agent.....	94.00
Bromhead, agent.....	94.00
Tribune, agent.....	94.00
Trossachs, agent.....	94.00
Axford, agent.....	94.00
Khedive, agent.....	94.00
Pangman, agent.....	94.00
Amulet, agent.....	94.00
Ogema, agent.....	105.00
Horizon, agent.....	94.00
Viceroy, agent.....	105.00
Verwood, agent.....	110.00
Readlyn, agent.....	95.00
Willows, agent.....	94.00

Moose Jaw Division.

Moose Jaw, agent.....	\$215.00
Moose Jaw, Yd. offi's, first operator.....	110.00
Second operator.....	110.00
Third operator.....	110.00
Moose Jaw, M. S. Offi's, first operator.....	115.00
Second operator.....	115.00
Third operator.....	115.00
Boharm, agent.....	95.00
Caron, agent.....	103.00
Mortlach, agent.....	110.00
Night operator.....	89.00
Parkbeg, agent.....	103.00
Secretan, agent.....	100.00
Night operator.....	92.00
Chaplin, agent.....	110.00
Day operator.....	89.00
Night operator.....	89.00
Ernfold, agent.....	103.00

SCHEDULES AND WAGE SCALES.

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Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Tramping Lake, agent.....	\$ 95.00	Bassano, agent.....	\$120.00
Arpiers, agent.....	94.00	Day operator.....	100.00
Handel, agent.....	94.00	Night operator.....	100.00
Kelfield, agent.....	95.00	Cluny, agent and operator.....	98.00
Primate, agent.....	96.00	Gleichen, agent and operator.....	112.00
Denzil, agent.....	98.00	Night operator.....	91.00
Salvador, agent.....	100.00	Namaka, agent and operator.....	98.00
Luseland, agent.....	100.00	Strathmore, agent and operator.....	101.00
Kerrobot, agent.....	140.00	Cheadle, agent and operator.....	96.00
Day operator.....	100.00	Langdon, agent and operator.....	105.00
Night operator.....	100.00	Shepard, agent and operator.....	94.00
Lemberg, agent.....	100.00	Night operator.....	89.00
Abernethy, agent.....	100.00	Cantaur, agent and operator.....	96.00
Balcarres, agent.....	100.00	Success, agent and operator.....	100.00
Lipton, agent.....	100.00	Pennant, agent and operator.....	100.00
Dysart, agent.....	98.00	Battrum, agent and operator.....	96.00
Cupar, agent.....	102.00	Cabri, agent and operator.....	110.00
Markinch, agent.....	98.00	Operator.....	89.00
Southey, agent.....	100.00	Shackleton, agent and operator.....	94.00
Earl Grey, agent.....	100.00	Abbey, agent and operator.....	102.00
Bulyea, agent.....	110.00	Lancer, agent and operator.....	97.00
Strassburg, agent.....	120.00	Portreeve, agent and operator.....	97.00
Duval, agent.....	100.00	Lemsford, agent and operator.....	97.00
Govan, agent.....	110.00	Sceptre, agent and operator.....	103.00
Day operator.....	89.00	Prelate, agent and operator.....	107.00
Nokomis, agent.....	105.00	Operator.....	89.00
Lockwood, agent.....	94.00	Prussia, agent and operator.....	110.00
Drake, agent.....	94.00	Operator.....	89.00

ALBERTA DISTRICT. Medicine Hat Division.

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Java, day operator.....	\$ 96.00	Empress, agent and operator.....	120.00
Night operator.....	96.00	Day operator.....	92.00
Beverley, agent and operator.....	96.00	Night operator.....	92.00
Webb, agent and operator.....	105.00	Blindloss, agent and operator.....	94.00
Night operator.....	90.00	Atlee, agent and operator.....	94.00
Antelope, agent and operator.....	97.00	Jenner, agent and operator.....	100.00
Gull Lake, agent.....	110.00	Iddesleigh, agent and operator.....	94.00
Day operator.....	96.00	Millicent, agent and operator.....	94.00
Night operator.....	96.00	Standard, agent and operator.....	95.00
Carmichael, agent and operator.....	96.00	Irricana, agent and operator.....	100.00
Tompkins, agent.....	105.00	Dalroy, agent and operator.....	94.00
Night operator.....	90.00	Bieseker, agent and operator.....	97.00
Sidewood, agent and operator.....	96.00	Acme, agent and operator.....	100.00
Piapot, agent and operator.....	105.00	Carseland, agent and operator.....	96.00
Night operator.....	90.00	Dalmead, agent and operator.....	94.00
Maple Creek, agent.....	165.00	Retlaw, agent and operator.....	97.00
Day operator.....	100.00	Enchant, agent and operator.....	96.00
Night operator.....	100.00	Travers, agent and operator.....	96.00
Kincorth, agent and operator.....	96.00	Lomond, agent and operator.....	98.00
Hatton, agent and operator.....	105.00		
Day operator.....	90.00		
Night operator.....	90.00		
Walsh, agent and operator.....	99.00		
Night operator.....	90.00		
Irvine, agent and operator.....	103.00		
Night operator.....	90.00		
Medicine Hat, agent.....	185.00		
Medicine Hat Yd. Of., first trk. opr.....	110.00		
Second trick operator.....	110.00		
Third trick operator.....	110.00		
Fourth trick operator.....	110.00		
Medicine Hat Dispatchers' Of., day opr.....	110.00		
Night operator.....	110.00		
Red Cliff, agent and operator.....	110.00		
Operator.....	89.00		
Suffield, agent and operator.....	105.00		
Night operator.....	89.00		
Alderson, agent and operator.....	100.00		
Brooks, agent and operator.....	105.00		
Night operator.....	89.00		

Lethbridge Division.

Macleod, agent.....	\$174.00
Macleod Yd. Office, first trick operator.....	105.00
Second trick operator.....	105.00
Third trick operator.....	105.00
Macleod, day operator.....	105.00
Night operator.....	105.00
Piegan, night operator.....	89.00
Brocket, agent and operator.....	99.00
Pincher, agent.....	128.00
Day operator.....	93.00
Night operator.....	93.00
Lundbreck, agent and operator.....	104.00
Cowley, agent and operator.....	104.00
Burnis, agent and operator.....	104.00
Night operator.....	97.00
Hillcrest, agent and operator.....	116.00
Frank, agent and operator.....	121.00
Night operator.....	97.00
Blairmore, agent and operator.....	116.00
Coalman, agent and operator.....	121.00
Day operator.....	97.00
Granum, agent and operator.....	104.00

Station and Position.	Rate per Month.
Clareholm, agent and operator.....	\$133.00
Day operator.....	92.00
Night operator.....	92.00
Stavely, agent and operator.....	102.00
Parkland, agent and operator.....	98.00
Nanton, agent and operator.....	110.00
Cayley, agent and operator.....	102.00
High River, agent.....	138.00
Day operator.....	92.00
Aldersyde, agent and operator.....	99.00
Night operator.....	92.00
Okotoks, agent and operator.....	115.00
Dewinton, agent and operator.....	94.00
Madnapore, agent and operator.....	94.00
Nobelford, agent and operator.....	98.00
Barons, agent and operator.....	102.00
Carmanagay, agent and operator.....	104.00
Champion, agent and operator.....	102.00
Kirkcaldy, agent and operator.....	96.00
Vulcan, agent and operator.....	110.00
Ensign, agent and operator.....	95.00
Brant, agent and operator.....	99.00
Blackie, agent and operator.....	102.00
Mazeppa, agent and operator.....	94.00
Foremost, agent and operator.....	100.00
Nemiscan, agent and operator.....	98.00
Etzikom, agent and operator.....	98.00
Pakowki, agent and operator.....	98.00
Manyberries, agent and operator.....	99.00
Coutts, agent and operator.....	110.00
Day operator.....	92.00
Milk River, agent and operator.....	98.00
Warner, agent and operator.....	100.00
New Dayton, agent and operator.....	98.00
Stirling, agent and operator.....	102.00
Cardston, agent and operator.....	108.00
Spring Coulee, agent and operator.....	94.00
Magrath, agent and operator.....	103.00
Raymond, agent and operator.....	103.00
Dunmore, agent.....	135.00
First operator.....	105.00
Second operator.....	105.00
Third operator.....	105.00
Seven Persons, agent and operator.....	100.00
Night operator.....	89.00
Whitlaw, agent and operator.....	95.00
Winnifred, agent and operator.....	100.00
Bow Island, agent and operator.....	104.00
Night operator.....	93.00
Burdett, agent and operator.....	102.00
Grassy Lake, agent and operator.....	102.00
Purple Springs, agent and operator.....	96.00
Taber, agent.....	133.00
Day operator.....	97.00
Night operator.....	97.00
Coaldale, agent and operator.....	101.00
Lethbridge, agent.....	185.00
First trick operator.....	109.00
Second trick operator.....	109.00
Third trick operator.....	109.00
Dispatchers operator.....	110.00
Kipp, agent and operator.....	105.00
Night operator.....	93.00
Monarch, agent and operator.....	102.00

Calgary Division.

Cochrane, agent and operator.....	\$109.00
Night operator.....	90.00
Morley, agent and operator.....	98.00
Exshaw, agent and operator.....	106.00
Canmore, agent and operator.....	115.00
Night operator.....	98.00
Bankhead, agent and operator.....	112.00

Station and Position.	Rate per Month.
Banff, agent.....	\$124.00
Day operator.....	98.00
Night operator.....	98.00
Castle Mountain, operator.....	89.00
Lake Louise, agent.....	115.00
Day operator.....	96.00
Night operator.....	96.00
Hector, day operator.....	100.00
Night operator.....	100.00
Yoho, operator.....	100.00
Cathedral, operator.....	100.00
Penhold, agent and operator.....	100.00
Innisfail, agent and operator.....	109.00
Bowden, agent and operator.....	100.00
Olds, agent and operator.....	111.00
Night operator.....	90.00
Didsbury, agent and operator.....	109.00
Carstairs, agent and operator.....	107.00
Crossfield, agent and operator.....	104.00
Airdrie, agent and operator.....	102.00
Ogden, agent and operator.....	110.00
Tower, 1st St. W., first trick.....	110.00
Second trick.....	110.00
Third trick.....	110.00
Alyth Yard Office, first-trick.....	108.00
Second trick.....	108.00
Third trick.....	108.00

Edmonton Division.

Red Deer, agent.....	\$180.00
First operator.....	104.00
Second operator.....	104.00
Third operator.....	104.00
Blackfolds, agent and operator.....	94.00
Lacombe, agent.....	131.00
Day operator.....	102.00
Night operator.....	98.00
Ponoka, agent and operator.....	108.00
Wetaskiwin, agent.....	175.00
Day operator.....	104.00
Night operator.....	104.00
Millet, agent and operator.....	98.00
Leduc, agent and operator.....	108.00
Strathcona, agent.....	130.00
Day operator.....	104.00
Night operator.....	101.00
Edmonton, day operator.....	105.00
Night operator.....	105.00
Dispatchers' operator.....	105.00
Superb, agent and operator.....	96.00
Major, agent and operator.....	98.00
Fusillier, agent and operator.....	95.00
Compeer, agent and operator.....	98.00
Bideford, agent and operator.....	96.00
Kerrimuir, agent and operator.....	96.00
Monoton, agent and operator.....	104.00
Consort, agent and operator.....	100.00
Loyalist, agent and operator.....	96.00
Veteran, agent and operator.....	100.00
Coronation, agent.....	125.00
Day operator.....	96.00
Night operator.....	96.00
Fleet, agent and operator.....	94.00
Castor, agent and operator.....	106.00
Halkirk, agent and operator.....	98.00
Gadsby, agent and operator.....	100.00
Rotha, agent and operator.....	96.00
Stettler, agent.....	115.00
Day operator.....	94.00
Erskine, agent and operator.....	97.00
Nevis, agent and operator.....	94.00
Alx, agent and operator.....	98.00
Clive, agent and operator.....	98.00

Station and Position.	Rate per Month.
Lougheed, agent and operator.....	\$ 98.00
Sedgewick, agent and operator.....	102.00
Night operator.....	92.00
Killam, agent and operator.....	100.00
Strome, agent and operator.....	100.00
Daysland, agent and operator.....	100.00
Bawlf, agent and operator.....	97.00
Chatton, agent and operator.....	95.00
Camrose, agent.....	132.00
Day operator.....	98.00
Night operator.....	95.00
Lochearn, agent and operator.....	112.00
Night operator.....	95.00

BRITISH COLUMBIA DISTRICT.

Revelstoke Division.

Station and Position.	Rate per Month.
Field, agent.....	\$150.00
First operator.....	110.00
Second operator.....	110.00
Third operator.....	110.00
Glenogle, operator.....	90.00
Leancoil, day operator.....	95.00
Night operator.....	95.00
Golden, agent.....	126.00
Day operator.....	102.00
Night operator.....	102.00
Donald, operator.....	90.00
Beavermouth, agent.....	113.00
Night operator.....	101.00
Stoney Creek, day operator.....	90.00
Night operator.....	90.00
Bear Creek, agent.....	102.00
Sturdee, operator.....	90.00
Connaught, day operator.....	90.00
Night operator.....	90.00
Rogers Pass, agent.....	112.00
Night operator.....	97.00
Cambie, agent.....	102.00
Glacier, agent.....	120.00
Day operator.....	90.00
Night operator.....	95.00
Ross Peak, operator.....	90.00
Illecillewaet, agent.....	102.00
Albert Canyon, agent.....	113.00
Night operator.....	101.00
Twin Butte, operator.....	90.00
Revelstoke, agent.....	165.00
First operator.....	110.00
Second operator.....	110.00
Third operator.....	110.00
Taft, agent.....	105.00
Night operator.....	92.00
Sicamous, agent.....	136.00
Day operator.....	103.00
Night operator.....	103.00
Salmon Arm, agent.....	117.00
Night operator.....	93.00
Tappen, operator.....	90.00
Notch Hill, agent.....	113.00
Night operator.....	101.00
Chase, agent.....	114.00
Shuswap, agent.....	105.00
Ducks, agent.....	107.00
Enderby, agent.....	115.00
Armstrong, agent.....	115.00
Operator.....	90.00
Vernon, agent.....	160.00
Operator.....	90.00
Okanagan Ld., agent.....	136.00
Operator.....	90.00
Kelowna, agent.....	142.00

Station and Position.	Rate per Month.
Summerland, agent.....	\$107.00
Arrowhead, agent.....	115.00
Relief agent.....	110.00

Vancouver Division.

Vancouver, operator.....	\$110.00
Operator.....	110.00
Operator.....	110.00
Port Moody, agent.....	125.00
Westminster Jct., agent.....	122.00
Operator.....	106.00
Coquitlam, operator.....	108.00
Operator.....	108.00
Hammond, agent.....	110.00
Haney, agent.....	110.00
Ruskin, agent.....	113.00
Mission, agent.....	113.00
Operator.....	106.00
Operator.....	106.00
Operator.....	106.00
Abbotsford, agent.....	120.00
Clayburn, agent.....	102.00
Huntingdon, agent.....	138.00
Harrison Mills, agent.....	108.00
Agassiz, agent.....	113.00
Operator.....	91.00
Ruby Creek, operator.....	106.00
Operator.....	106.00
Petain, operator.....	95.00
Yale, agent.....	105.00
Operator.....	90.00
Spuzzum, operator.....	95.00
North Bend, agent.....	140.00
Operator.....	109.00
Operator.....	109.00
Operator.....	109.00
Keefers, operator.....	95.00
Lytton, agent.....	107.00
Operator.....	93.00
Spencer Bridge, agent.....	120.00
Operator.....	100.00
Operator.....	100.00
Ashcroft, agent.....	115.00
Operator.....	100.00
Operator.....	100.00
Walhachin, agent.....	110.00
Operator.....	105.00
Savona, agent.....	105.00
Kamloops, agent.....	163.00
Operator.....	110.00
Operator.....	110.00
Operator.....	110.00
Fraser Mills, agent.....	105.00
New Westminster, agent.....	168.00
Operator.....	105.00

Nelson Division.

Lardeau, agent.....	\$102.00
Kaslo, agent.....	123.00
Operator.....	94.00
Procter, agent.....	110.00
Operator.....	94.00
Nelson, agent.....	190.00
South Slokan, agent.....	127.00
Operator.....	90.00
Brilliant, agent.....	110.00
Castlegar, agent.....	132.00
Day operator.....	102.00
Night operator.....	102.00
Slokan City, agent.....	115.00
New Denver, agent.....	105.00
Silverton, agent.....	110.00
Rosebery, agent.....	110.00
Sandon, agent.....	115.00

Station and Position.	Rate per Month.
Nakusp, agent.....	\$120.00
Tadanac, agent.....	135.00
Day operator.....	106.00
Night operator.....	106.00
Trail, agent.....	123.00
Operator.....	90.00
Rossland, agent.....	175.00
Operator.....	104.00
Farron, agent.....	110.00
Operator.....	90.00
Cascade, agent.....	110.00
Grand Forks, agent.....	165.00
Day operator.....	106.00
Night operator.....	106.00
Ticket agent.....	115.00
Granby Smelter, operator.....	106.00
Eholt, agent.....	110.00
Phoenix, agent.....	130.00
Greenwood, agent.....	135.00
Operator.....	100.00
Midway, agent.....	115.00
Operator.....	90.00
Relief agent.....	110.00
†Kaslo Agency rate includes amount of \$15.00 per month, effective June 1st, 1917, account loss of express commissions. If express business goes back to station this amount will be deducted from salary.	

Cranbrook Division.

Crows Nest, agent.....	\$130.00
First operator.....	101.00
Second operator.....	101.00
Third operator.....	101.00
McGillivray, agent.....	105.00
Michel, agent.....	115.00
Operator.....	90.00
Natal, agent.....	102.00
Hosmer, agent.....	102.00
Fernie, agent.....	160.00
Operator.....	98.00
Operator.....	98.00
Operator and ticket clerk.....	103.00
Elko, agent.....	102.00
Operator.....	90.00
Jaffray, agent.....	105.00
Wardner, agent.....	107.00
Operator.....	90.00
Bull River, agent.....	105.00
Fort Steele, agent.....	102.00
Athalmer, agent.....	105.00
Cranbrook, agent.....	165.00
First operator.....	106.00
Second operator.....	106.00
Moyie, agent.....	102.00
Yahk, agent.....	105.00
Creston, agent.....	106.00
Sirdar, agent.....	120.00
Operator.....	94.00
Kingsgate, agent.....	120.00
Operator.....	94.00
Wycliffe, agent.....	105.00
Waldo, agent.....	105.00
Relief agent.....	110.00

Brownville Division.

Brownville Jct., night agent.....	\$ 90.00
Chief clerk.....	70.00
Form clerk.....	60.00
Freight clerk.....	45.00
Fredericton Jct., assistant.....	65.00
Fairville, clerk.....	55.00
Assistant.....	40.00

Station and Position.	Rate per Month.
Jackman, freight clerk.....	\$ 60.00
Assistant.....	50.00
Somerset Jct., freight clerk.....	55.00
Assistant.....	50.00
Greenville Jct., assistant.....	45.00

Woodstock Division.

St. Stephen, chief freight clerk.....	\$ 70.00
First freight clerk.....	60.00
Second freight clerk.....	55.00
Third freight clerk.....	45.00
St. Andrews, assistant.....	50.00
Debec, assistant.....	45.00
Houlton, freight clerk.....	60.00
Assistant.....	45.00
Woodstock, chief freight clerk.....	65.00
First freight clerk.....	55.00
Second freight clerk.....	50.00
Checker.....	60.00
Assistant.....	60.00
Hartland, assistant.....	50.00
Bath, assistant.....	50.00
Perth Jct., assistant.....	50.00
Plaster Rock, assistant.....	45.00
Aroostook, day assistant.....	50.00
Night assistant.....	50.00
Grand Falls, assistant.....	45.00
St. Leonards, assistant.....	45.00
Edmundston, freight clerk.....	50.00
First assistant.....	50.00
Second assistant.....	45.00
Fort Fairfield, assistant.....	50.00
Caribou, first assistant.....	50.00
Second assistant.....	50.00
Presque Isle, freight clerk.....	55.00
Assistant.....	55.00

QUEBEC DISTRICT.

Farnham Division.

Station and Position.	Rate per Month.
Megantic, first assistant agent.....	\$ 68.00
Second assistant agent.....	58.00
Third assistant agent.....	58.00
Fourth assistant agent.....	53.00
Fifth assistant agent.....	50.00
Sixth assistant agent.....	40.00
Scotstown, assistant agent.....	56.00
Cookshire, first assistant agent.....	40.00
Second assistant agent.....	40.00
Lennoxville, first assistant agent.....	50.00
Second assistant agent.....	40.00
Third assistant agent.....	40.00
Magog, first assistant agent.....	60.00
Second assistant agent.....	50.00
Third assistant agent.....	35.00
Eastray, assistant agent.....	40.00
Brookport, assistant agent.....	40.00
Farnham Station, first assistant agent.....	73.00
Second assistant agent.....	65.00
Third assistant agent.....	63.00
Fourth assistant agent.....	53.00
Iberville, assistant agent.....	40.00
St. Johns, first assistant agent.....	73.00
Second assistant agent.....	68.00
Third assistant agent.....	58.00
Fourth assistant agent.....	58.00
Fifth assistant agent.....	55.00
Delson, first assistant agent.....	40.00
Second assistant agent.....	40.00
Third assistant agent.....	35.00
No. Troy, assistant agent.....	40.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Sutton, assistant agent.....	\$ 35.00	Buckingham, assistant agent.....	\$ 55.00
Cowansville, assistant agent.....	45.00	St. Lin, assistant agent.....	35.00
Knowlton, assistant agent.....	25.00	St. Eustache, assistant agent.....	35.00
Waterloo, first assistant agent.....	40.00	St. Jerome, first assistant agent.....	65.00
Second assistant agent.....	30.00	Second assistant agent.....	60.00
Drummondville, assistant agent.....	50.00	Third assistant agent.....	45.00
Bedford, assistant agent.....	25.00	Shawbridge, assistant agent.....	35.00
St. Pie, assistant agent.....	25.00	St. Adele, assistant agent.....	35.00
St. Hyacinthe, first assistant agent...	50.00	Ste. Agathe, first assistant agent.....	60.00
Second assistant agent.....	50.00	Second assistant agent.....	40.00
St. Rosalie Jct., assistant agent.....	45.00	Third assistant agent.....	40.00
Montreal Terminals Division.		Labelle, assistant agent.....	40.00
Westmount, first assistant agent.....	\$ 65.00	Annonciation, assistant agent.....	35.00
Second assistant agent.....	f. 65.00	Mont Laurier, first assistant agent...	50.00
Third assistant agent.....	55.00	Second assistant agent.....	35.00
Highlands, first assistant agent.....	70.00	Ottawa Division.	
Second assistant agent.....	65.00	Hudson, assistant agent.....	\$ 35.00
Third assistant agent.....	60.00	Rigaud, assistant agent.....	40.00
Fourth assistant agent.....	55.00	Vankleek, assistant agent.....	35.00
Fifth assistant agent.....	45.00	Ottawa Cent., first assistant agent...	90.00
Adirondack Jct., first assistant agent.	65.00	Second assistant agent.....	55.00
Second assistant agent.....	65.00	Beemer, assistant agent.....	35.00
Third assistant agent.....	60.00	Hull, first assistant agent.....	75.00
Fourth assistant agent.....	50.00	Second assistant agent.....	60.00
Fifth assistant agent.....	50.00	Third assistant agent.....	45.00
Sixth assistant agent.....	50.00	Osgoode, assistant agent.....	40.00
Jac. Car. Jct., first assistant agent...	75.00	Kemptville, assistant agent.....	30.00
Second assistant agent.....	60.00	Quyon, assistant agent.....	30.00
Third assistant agent.....	60.00	Campbell's Bay, assistant agent.....	35.00
Fourth assistant agent.....	55.00	Wakefield, assistant agent.....	35.00
Fifth assistant agent.....	50.00	Maniwaki, first assistant agent.....	50.00
Laurentian Division.		Second assistant agent.....	35.00
Pont Rouge, assistant agent.....	\$ 35.00	Smith Falls Division.	
Portneuf, assistant agent.....	35.00	Dorval, assistant agent.....	\$ 40.00
Louisville, assistant agent.....	40.00	St. Annes, assistant agent.....	40.00
Lanoraie, assistant agent.....	40.00	Vaudreuil, assistant agent.....	50.00
L'Epiphanie, assistant agent.....	35.00	Apple Hill, assistant agent.....	40.00
Terrebonne, assistant agent.....	35.00	Finch, assistant agent.....	50.00
Berthier, first assistant agent.....	55.00	Chesterville, first assistant agent....	45.00
Second assistant agent.....	40.00	Second assistant agent.....	40.00
Joliette, first assistant agent.....	65.00	Winchester, first assistant agent....	45.00
Second assistant agent.....	50.00	Second assistant agent.....	40.00
Third assistant agent.....	45.00	Mountain, assistant agent.....	40.00
Fourth assistant agent.....	45.00	Kempton, assistant agent.....	40.00
Fifth assistant agent.....	40.00	Merrickville, assistant agent.....	50.00
St. Felix, assistant agent.....	35.00	Cornwall, assistant agent.....	50.00
St. Gabriel, assistant agent.....	35.00	Carleton Place, first assistant agent..	75.00
Shawinigan Falls, first assistant agent	65.00	Second assistant agent.....	60.00
Second assistant agent.....	60.00	Third assistant agent.....	55.00
Third assistant agent.....	55.00	Fourth assistant agent.....	50.00
Fourth assistant agent.....	52.00	Almonte, first assistant agent.....	45.00
Fifth assistant agent.....	52.00	Second assistant agent.....	35.00
Grand Mere, first assistant agent.....	55.00	Pakenham, assistant agent.....	40.00
Second assistant agent.....	50.00	Arnprior, first assistant agent.....	60.00
Third assistant agent.....	40.00	Second assistant agent.....	60.00
Bordeaux, assistant agent.....	40.00	Renfrew, first assistant agent.....	80.00
St. Martin Jct., first assistant agent..	55.00	Second assistant agent.....	80.00
Second assistant agent.....	55.00	Third assistant agent.....	70.00
Third assistant agent.....	50.00	Fourth assistant agent.....	60.00
Ste. Rose, assistant agent.....	35.00	Fifth assistant agent.....	50.00
Ste. Therese, first assistant agent....	60.00	Sixth assistant agent.....	50.00
Second assistant agent.....	55.00	Cobden, first assistant agent.....	45.00
Third assistant agent.....	50.00	Second assistant agent.....	45.00
St. Scholastique, assistant agent.....	35.00	Third assistant agent.....	30.00
Lachute, first assistant agent.....	65.00	Pembroke, first assistant agent.....	80.00
Second assistant agent.....	50.00	Second assistant agent.....	60.00
Third assistant agent.....	45.00	Third assistant agent.....	55.00
Staynerville, assistant agent.....	40.00	Fourth assistant agent.....	55.00
Calumet, assistant agent.....	45.00	Fifth assistant agent.....	50.00
Fassett, assistant agent.....	35.00	Sixth assistant agent.....	50.00
Papineauville, assistant agent.....	45.00	Eganville, assistant agent.....	45.00
Buckingham Jct., assistant agent.....	50.00		

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Jasper, assistant agent.....	\$ 40.00	Goderich, chief clerk.....	\$ 80.00
Brockville, first assistant agent.....	80.00	Billar	55.00
Second assistant agent.....	60.00	Clerk	40.00
Third assistant agent.....	60.00	Clerk	40.00
Fourth assistant agent.....	50.00	Baggageman	65.00
Fifth assistant agent.....	40.00	Ingersoll, clerk.....	55.00
Sixth assistant agent.....	30.00	Clerk	55.00
		Baggageman	60.00

ONTARIO DISTRICT.

Trenton Division.

Station and Position.	Rate per Month.
Perth, chief clerk.....	\$ 75.00
Checker	45.00
Checker	55.00
Baggageman	60.00
Freight clerk.....	60.00
Sharbot Lake, baggageman.....	50.00
Ardendale, assistant.....	45.00
Kaladar, assistant agent.....	35.00
Sulphide, assistant agent.....	45.00
Tweed, assistant agent.....	60.00
Bonar Law, clerk.....	65.00
Havelock, clerk.....	60.00
Checker	50.00
Checker	40.00
Norwood, assistant agent.....	45.00
Burketon, assistant agent.....	45.00
Agincourt, assistant agent.....	50.00
Lindsay, chief clerk.....	75.00
Clerk	50.00
Assistant	40.00
Baggageman	65.00
Freight checker.....	65.00
Bobcaygeon, assistant.....	45.00
Orillia, chief clerk.....	75.00
Billar	55.00
Freight checker.....	60.00
Harrowsmith, assistant.....	40.00
Tichborne, assistant.....	50.00
Belleville, clerk.....	70.00
Freight checker.....	60.00
Cobourg, clerk.....	70.00
Freight checker.....	60.00
Port Hope, clerk.....	65.00
Bowmanville, clerk.....	65.00
Freight checker.....	55.00
Oshawa, chief clerk.....	75.00
Clerk	55.00
Whitby, freight clerk.....	55.00
Leaside Jct., clerk.....	60.00
North Toronto, ticket clerk.....	75.00
Ticket clerk.....	55.00

London Division.

Cooksville, assistant agent.....	\$ 45.00
Streetsville Jct., assistant agent.....	50.00
Milton, chief clerk.....	70.00
Clerk	50.00
Billar	40.00
Ayr, assistant agent.....	50.00
London Depot, ticket clerk.....	50.00
Day baggageman.....	75.00
Night baggageman.....	70.00
Guelph Jct., assistant agent.....	55.00
Assistant agent.....	50.00
Elmira, assistant agent.....	40.00
Linwood, assistant agent.....	40.00
Milverton, assistant agent.....	40.00
Blyth, assistant agent.....	25.00

Fort Burwell, cashier.....	65.00
Car checker.....	40.00
Clerk	40.00
St. Marys, clerk.....	45.00
Clerk	35.00
Quebec St., chief clerk.....	70.00
Car checker.....	70.00
Car checker.....	55.00
Car checker.....	55.00
Car checker.....	65.00
Listowel, clerk.....	45.00
Clerk	45.00

Bruce Division.

Weston, clerk.....	\$ 70.00
Porter	45.00
Mount Denis, clerk.....	50.00
Alliston, assistant agent.....	50.00
Camp Borden, assistant agent.....	55.00
Coldwater Jct., assistant agent.....	45.00
Bala, assistant agent.....	40.00
Orangeville, clerk.....	70.00
Checker	65.00
Baggageman	60.00
Shelburne, clerk.....	45.00
Assistant agent.....	35.00
Dundalk, assistant agent.....	45.00
Markdale, assistant agent.....	45.00
Flesherton, assistant agent.....	35.00
Durham, assistant agent.....	35.00
Assistant agent.....	45.00
Hanover, assistant agent.....	35.00
Assistant agent.....	40.00
Brampton, baggageman.....	50.00
Alton, assistant agent.....	35.00
Grand Valley, assistant agent.....	40.00
Arthur, assistant agent.....	40.00
Mount Forest, assistant agent.....	40.00
Harriston, assistant agent.....	40.00
Assistant agent.....	30.00
Fordwich, assistant agent.....	35.00
Wingham, assistant agent.....	35.00
Hillsburg, assistant agent.....	45.00
Fergus, clerk.....	35.00
Assistant agent.....	40.00
Elora, clerk.....	35.00
Baggageman	50.00
MacTier, checker.....	65.00
Checker	60.00
Checker	60.00
Checker	60.00
Checker	60.00

ALGOMA DISTRICT.

Sudbury Division.

Station and Position.	Rate per Month.
Chalk River, freight clerk.....	\$ 80.00
Car checker.....	65.00
Car checker.....	65.00
Car checker.....	65.00

Station and Position.	Rate per Month.
Mattawa, freight clerk.....	\$ 60.00
Temiskaming, assistant agent.....	50.00
Sturgeon Falls, freight clerk.....	65.00
Assistant agent.....	55.00
Cache Bay, assistant agent.....	55.00
Verner, assistant agent.....	55.00
Warren, assistant agent.....	50.00
Coniston, assistant agent.....	50.00
Freight clerk.....	50.00
Chelmsford, freight clerk.....	40.00
Parry Sound, freight clerk.....	75.00
Nobel, assistant agent.....	70.00
Freight clerk.....	55.00
Byng Inlet, assistant agent.....	50.00
Copper Cliff, assistant agent.....	75.00
Worthington, assistant agent.....	50.00
Espanola, assistant agent.....	50.00
Clerk.....	50.00
Massey, assistant agent.....	45.00
Webbwood, checker.....	55.00
Checker.....	55.00
Cutler, assistant agent.....	45.00
Blind River, assistant agent.....	50.00
Clerk.....	50.00
Thessalon, assistant agent.....	50.00
Bruce, assistant agent.....	45.00
Echo Bay, assistant agent.....	45.00

Chapleau Division.

Cartier, assistant agent.....	\$ 75.00
Chapleau, ticket clerk.....	75.00
Freight clerk.....	65.00

Schreiber Division.

Schreiber, freight clerk.....	\$ 75.00
Checker.....	65.00
Checker.....	55.00

MANITOBA DISTRICT.**Kenora Division.**

Station and Position.	Rate per Month.
Dryden, freight clerk.....	\$ 55.00
Assistant agent.....	45.00
Kenora, chief clerk and checker.....	85.00
Clerk.....	75.00
Billar.....	55.00
Carload checker.....	55.00
Keewatin, assistant agent.....	90.00
Cashier.....	80.00
Clerk.....	60.00
Clerk.....	60.00
Clerk.....	45.00
Clerk.....	60.00
Beausejour, assistant agent.....	50.00

Portage Division.

Plum Coulee, assistant agent.....	\$ 45.00
Winkler, assistant agent.....	45.00
Morden, assistant agent.....	45.00
Manitou, assistant agent.....	45.00
LaRiviere, assistant agent.....	45.00
Gladstone, assistant agent.....	45.00
Arden, assistant agent.....	45.00
Neepawa, assistant agent.....	50.00
West Selkirk, assistant agent.....	45.00
Stonewall, assistant agent.....	45.00
Elm Creek, assistant agent.....	50.00
Carman, assistant agent.....	45.00
Treherne, assistant agent.....	45.00
Holland, assistant agent.....	45.00
Cypress River, assistant agent.....	45.00
Glenboro, assistant agent.....	45.00
Dominion City, assistant agent.....	45.00

Station and Position.	Rate per Month.
Emerson, -chief clerk.....	\$ 80.00
Cashier.....	75.00
Cor. clerk.....	70.00
Cor. clerk.....	60.00
Freight clerk.....	55.00
Carberry, assistant agent.....	45.00
Macgregor, assistant agent.....	50.00
Arborg, assistant agent.....	45.00
Morris, assistant agent.....	45.00
Rathwell, assistant agent.....	45.00
Portage la Prairie, chief clerk.....	90.00
Cashier.....	75.00
Freight clerk.....	70.00
Freight clerk.....	70.00
Freight clerk.....	70.00
Freight clerk.....	50.00

Brandon Division.

Oak Lake, assistant agent.....	\$ 45.00
Virden, freight clerk.....	65.00
Elkhorn, assistant agent.....	45.00
Moosomin, freight clerk.....	70.00
Broadview, freight clerk.....	70.00
Ticket clerk.....	70.00
Rocanville, assistant agent.....	45.00
Esterhazy, assistant agent.....	45.00
Neudorf, assistant agent and car ckr.	50.00
Hamiota, assistant agent.....	45.00
Rapid City, assistant agent.....	45.00
Minnedosa, freight clerk.....	70.00
Assistant agent.....	60.00
Newdale, assistant agent.....	45.00
Strathclair, assistant agent.....	45.00
Shoal Lake, assistant agent.....	45.00
Birtle, assistant agent.....	45.00
Binscarth, assistant agent.....	45.00
Langenburg, assistant agent.....	45.00
Russell, assistant agent.....	45.00
Bredenbury, assistant agent and ckr.	55.00
Fleming, assistant agent.....	35.00
Welwyn, assistant agent.....	35.00
Dubuc, assistant agent.....	35.00

Souris Division.

Souris, freight clerk.....	\$ 60.00
Ticket clerk.....	75.00
Hartney, assistant agent.....	45.00
Lauder, assistant agent.....	50.00
Napinka, assistant agent.....	50.00
Melita, assistant agent.....	45.00
Carnduff, assistant agent.....	45.00
Oxbow, assistant agent.....	45.00
Bienfait, assistant agent.....	50.00
Deloraine, assistant agent.....	50.00
Boissevain, clerk.....	60.00
Assistant agent.....	50.00
Killarney, assistant agent.....	45.00
Cartwright, assistant agent.....	45.00
Crystal City, assistant agent.....	45.00
Pilot Mound, assistant agent.....	45.00
Maryfield, assistant agent.....	45.00
Reston, assistant agent.....	50.00
Arcola, transfer clerk.....	60.00
Assistant agent.....	60.00
Carlyle, assistant agent.....	45.00

SASKATCHEWAN DISTRICT.**Regina Division.**

Station and Position.	Rate per Month.
Wolseley, freight clerk.....	\$ 55.00
Night assistant.....	50.00
Sintaluta, assistant.....	50.00

Station and Position.	Rate per Month.	Station and Position	Rate per Month.
Indian Head, freight clerk.....	\$ 65.00	Asquith, assistant.....	\$ 50.00
Freight clerk.....	60.00	Perdue, assistant.....	50.00
Qu'Appelle, assistant.....	50.00	Biggar, assistant.....	50.00
Pasqua, assistant.....	50.00	Wilkie, assistant.....	75.00
Stoughton, assistant.....	55.00	First checker.....	65.00
Estevan, cashier.....	80.00	Second checker.....	55.00
Clerk.....	70.00	Clerk.....	65.00
Weyburn, cashier.....	90.00	Macklin, first checker.....	65.00
Corr. clerk.....	70.00	Second checker.....	65.00
Clerk.....	65.00	Provost, first assistant.....	65.00
Billor.....	70.00	Second assistant.....	50.00
Yellow Grass, assistant.....	55.00	Czar, assistant.....	50.00
Lang, assistant.....	50.00	Hardisty, first checker.....	65.00
Milestone, assistant.....	55.00	Second checker.....	65.00
Wilcox, assistant.....	50.00	Assistant.....	50.00
Rouleau, assistant.....	55.00	Salvador, assistant.....	50.00
Ogema, assistant.....	50.00	Luseland, assistant.....	55.00
Viceroy, assistant.....	50.00	KerRobert, cashier.....	75.00
Verwood, assistant.....	50.00	Assistant.....	65.00
		First checker.....	65.00
		Second checker.....	60.00

Moose Jaw Division.

Mortlach, clerk.....	\$ 65.00
Assistant.....	55.00
Chaplin, assistant.....	60.00
Ernfold, assistant.....	55.00
Morse, assistant.....	60.00
Assistant.....	60.00
Herbert, cashier.....	70.00
Checker.....	60.00
Rush Lake, assistant.....	60.00
Waldeck, assistant.....	55.00
Eyebrow, assistant.....	55.00
Outlook, first checker.....	70.00
Second checker.....	65.00
Conquest, assistant.....	55.00
Rosetown, assistant.....	55.00
Expanse, assistant.....	55.00
Vanquard, checker.....	65.00
Assistant.....	55.00
Neville, assistant.....	55.00
Limerick, assistant.....	60.00
Lafleche, assistant.....	50.00
Woodrow, assistant.....	50.00
Meyronne, assistant.....	55.00
Kincaid, assistant.....	50.00
Aneroid, assistant.....	55.00
Pontex, assistant.....	55.00
East End, assistant.....	50.00
Assiniboia, cashier.....	75.00
First clerk.....	65.00
Second clerk.....	65.00
Checker.....	65.00
Shaunavon, cashier.....	75.00
Checker.....	70.00
First clerk.....	65.00
Second clerk.....	65.00

Saskatoon Division.

Saltcoats, assistant.....	\$ 45.00
Yorkton, cashier.....	85.00
First checker.....	65.00
Second checker.....	60.00
Foam Lake, assistant.....	50.00
Wynyard, assistant.....	60.00
Lemberg, assistant.....	50.00
Cupar, assistant.....	50.00
Bulyea, assistant.....	60.00
Strassburg, assistant.....	65.00
Govan, assistant.....	60.00
Nokomis, assistant.....	60.00
Lanigan, assistant.....	50.00
Viscount, assistant.....	50.00
Colonsay, assistant.....	50.00
Sutherland, assistant.....	50.00

ALBERTA DISTRICT.

Medicine Hat Division.

Station and Position	Rate per Month.
Pennant, assistant agent.....	\$ 60.00
Cabri, assistant agent.....	65.00
Assistant agent.....	60.00
Abbey, assistant agent.....	60.00
Lancer, assistant agent.....	60.00
Sceptre, assistant agent.....	65.00
Prussia, assistant agent.....	65.00
Assistant agent.....	60.00
Prelate, assistant agent.....	65.00
Esturay, assistant agent.....	65.00
Assistant agent.....	60.00
Empress, cashier.....	75.00
Webb, assistant agent.....	60.00
Gull Lake, assistant agent.....	60.00
Tomkins, assistant agent.....	60.00
Piapot, assistant agent.....	60.00
Maple Creek, cashier.....	75.00
Assistant agent.....	60.00
Hatton, assistant agent.....	60.00
Assistant agent.....	60.00
Irvine, assistant agent.....	60.00
Redcliffe, assistant agent.....	65.00
Suffield, assistant agent.....	60.00
Alderson, assistant agent.....	60.00
Bassano, cashier.....	80.00
Assistant agent.....	65.00
Cluny, assistant agent.....	60.00
Gleichen, cashier.....	75.00
Strathmore, assistant agent.....	65.00
Langdon, assistant agent.....	65.00
Lomond, assistant agent.....	60.00
Traverse, assistant agent.....	60.00
Retlaw, assistant agent.....	60.00
Jennis, assistant agent.....	60.00
Millicent, assistant agent.....	60.00

Lethbridge Division.

Bow Island, assistant agent.....	\$ 65.00
Burdette, assistant agent.....	60.00
Taber, cashier.....	75.00
Kipp, assistant agent.....	60.00
Macleod, cashier and clerk.....	90.00
Freight clerk.....	65.00
Pincher, assistant agent.....	60.00
Hillcrest, assistant agent.....	65.00
Frank, assistant agent.....	60.00

Station and Position	Rate per Month.
Blairmore, assistant agent.....	\$ 60.00
Coleman, assistant agent.....	60.00
Okotoks, assistant agent.....	60.00
High River, cashier.....	65.00
Assistant agent.....	55.00
Nanton, assistant agent.....	65.00
Stavely, assistant agent.....	60.00
Claresholm, assistant agent.....	65.00
Granum, assistant agent.....	60.00
Blackie, assistant agent.....	60.00
Vulcan, assistant agent.....	65.00
Champion, assistant agent.....	60.00
Carmangay, assistant agent.....	60.00
Barons, assistant agent.....	60.00
Nobleford, assistant agent.....	50.00
Coutts, cashier.....	75.00
Milk River, assistant agent.....	50.00
Warner, assistant agent.....	60.00
Raymond, assistant agent.....	60.00
Magrath, assistant agent.....	60.00
Cardston, assistant agent.....	60.00
Foremost, assistant agent.....	60.00

Calgary Division.

Canmore, assistant agent.....	\$ 64.00
Banff, assistant agent.....	63.00
Innisfail, assistant agent.....	63.00
Olds, cashier.....	66.00
Didsbury, assistant agent.....	63.00
Crossfield, assistant agent.....	63.00
Carstairs, assistant agent.....	63.00

Edmonton Division.

Strathcona, cashier and clerk.....	\$ 90.00
Leduc, assistant agent.....	65.00
Wetaskiwin, cashier.....	80.00
Clerk.....	65.00
Car checker.....	65.00
Ponoka, assistant agent.....	70.00
Lacombe, cashier.....	80.00
Clerk.....	65.00
Red Deer, cashier.....	80.00
Clerk.....	70.00
Night clerk.....	65.00
Checker.....	70.00
Monitor, assistant agent.....	60.00
Consort, assistant agent.....	60.00
Veteran, assistant agent.....	60.00
Coronation, cashier.....	75.00
Clerk.....	65.00
Castor, assistant agent.....	60.00
Halkirk, assistant agent.....	60.00
Gadsby, assistant agent.....	60.00
Stettler, cashier.....	75.00
Loughheed, assistant agent.....	64.00
Sedgewick, assistant agent.....	64.00
Killam, assistant agent.....	64.00
Strome, assistant agent.....	64.00
Daysland, assistant agent.....	64.00
Camrose, cashier.....	75.00
Clerk.....	65.00
Locheam, cashier.....	65.00

BRITISH COLUMBIA DISTRICT.

Revelstoke Division.

Station and Position	Rate per Month.
Field, assistant agent.....	\$ 80.00
Golden, assistant agent.....	72.50
Revelstoke, assistant agent.....	80.00
Second assistant agent.....	35.00
Salmon Arm, assistant agent.....	70.00
Enderby, assistant agent.....	72.50
Armstrong, assistant agent.....	72.50

Station and Position	Rate per Month.
Vernon, assistant agent.....	\$105.00
Second assistant agent.....	70.00
Okanagan Lan., assistant agent.....	75.00
Kelowna, assistant agent.....	87.50
Second assistant agent.....	70.00
Third assistant agent.....	70.00
Summerland, assistant agent.....	70.00

Vancouver Division.

Pt. Moody, assistant agent.....	\$ 80.00
Junior clerk.....	40.00
Abbotsford, biller.....	70.00
Checker.....	70.00
Huntingdon, car clerk.....	75.00
Bill clerk.....	70.00
Agassiz, checker.....	65.00
North Bend, ticket clerk.....	65.00
Lytton, checker.....	65.00
Spencer Bridge, checker.....	65.00
Ashcroft, checker.....	80.00
Ashcroft, checker.....	80.00
Kamloops, ticket clerk.....	85.00
Chief clerk.....	95.00
Clerk.....	75.00
New Westminster, cashier.....	90.00
Billar.....	80.00
Clerk.....	60.00
Wharfinger.....	75.00
Mission, shed foreman.....	80.00
Checker.....	80.00

Nelson Division.

Nelson, cashier.....	\$100.00
Clerk.....	85.00
Clerk.....	80.00
Clerk.....	80.00
Sandon, assistant agent.....	70.00
Nakusp, assistant agent.....	55.00
Tadanac, cashier.....	90.00
Clerk.....	75.00
Clerk.....	70.00
Checker.....	65.00
Grand Forks, cashier.....	75.00
Shed man.....	80.00
Phoenix, assistant agent.....	50.00
Greenwood, shed man.....	70.00
Rossland, shed man.....	75.00
Castlegar, assistant agent.....	60.00

Cranbrook Division.

Cranbrook, chief clerk.....	\$ 80.00
Ticket clerk.....	75.00
Clerk.....	65.00
Michel, assistant agent.....	75.00
Jaffray, assistant agent.....	60.00
Creston, assistant agent.....	60.00
Fernie, chief clerk.....	95.00
Cashier.....	60.00
Checker.....	75.00
Kingsgate, checker.....	65.00
Checker.....	60.00

RATES FOR LINEMEN.

(EFFECTIVE AUGUST 1, 1917.)

NEW BRUNSWICK DISTRICT.

Station and Position	Rate per Month.
Moncton.....	\$ 96.00
Truro.....	95.00
Halifax.....	97.00
Brownville.....	102.00
McAdam.....	102.00
Gysboro.....	95.00

Station and Position	Rate per Month.
New Glasgow.....	\$ 95.00
Sydney	95.00
St. John	105.00

QUEBEC DISTRICT.

Montreal—two linemen.....	each \$100.00
Ottawa—two linemen.....	each 100.00
Quebec—one lineman.....	98.00
Farnham—one lineman.....	98.00
Sherbrooke—one lineman	98.00
Carleton Place—one lineman.....	95.00

ONTARIO DISTRICT.

Smiths Falls.....	\$ 97.00
Trenton	96.00
Coldwater	96.00
Orangeville	96.00
Toronto (Call Bell).....	105.00
Toronto	100.00
Toronto	100.00
Toronto	100.00
Galt	96.00
Chatham	96.00
London	100.00
Hamilton	100.00

ALGOMA DISTRICT.

North Bay.....	\$102.00
Sudbury	102.00
Sudbury	102.00
Soo	102.00
Chapleau	102.00
White River.....	102.00
Schreiber	102.00

MANITOBA DISTRICT.

Winnipeg	\$112.00
Winnipeg	109.00
Winnipeg	109.00
Winnipeg	109.00
Brandon	105.00
Portage la Prairie.....	104.00
Elkhorn	104.00
Souris	103.00
Napinka	103.00
Minnedosa	103.00
Kenora	105.00
Kenora	105.00
Ignace	105.00
Ignace	105.00
Ft. William.....	108.00

SASKATCHEWAN DISTRICT.

Moose Jaw.....	\$107.00
Moose Jaw.....	107.00
Regina	107.00
Weyburn	106.00
Shaunavon	103.00
Saskatoon	104.00
Lanigan	103.00
Macklin	103.00

ALBERTA DISTRICT.

Calgary—first man.....	\$110.00
Calgary—second man.....	103.00
Banff	107.00
Medicine Hat—first man.....	108.00
Medicine Hat—second man.....	103.00
Lethbridge	103.00
Wetaskiwin.....	103.00
Bassano	103.00

It is understood and agreed that if the Banff position is abolished the second man at Calgary will receive \$107.00.

BRITISH COLUMBIA DISTRICT.

Station and Position	Rate per Month.
Vancouver—first man.....	\$118.00
Vancouver—second man.....	115.00
North Bend.....	110.00
Kamloops	108.50
Revelstoke	110.00
Rogers Pass.....	110.00
Golden	108.50
Halcyon.....	105.00
Slocan	105.00
Nelson	110.00
Proctor	105.00
Fernie	105.00
Cranbrook	105.00

RULINGS AND AGREEMENTS.

Protection of Company's Funds Where No Safes Are Provided.

When an agent is on duty in the day time, cash should be carried in the till. If it is necessary for him to leave the office unprotected, he being acquainted with local conditions, knows best what precautions should be taken, and will use his own judgment. If he considers it advisable to carry the funds in his pocket, and the auditor checks him up that time, it will be assumed that the cash in his pocket equal to the amount the auditor's check shows what should be in the till, is the company's cash.

Transfer of Telegraphers From One General District to Another on Account of Illness.

There will be no objection to such transfer in any case where the necessity is due to climate conditions or the health of the telegrapher or his family, but the application must be made through the superintendent, and must be agreeable to general superintendent of the district he is leaving and the division to which he is going. Applicants must also have an agreement with the general chairman of Eastern or Western Lines, as the case may be, before transferring, otherwise they will carry no seniority with them. Full information regarding the necessary requirements will be given by your local chairman on request. Telegraphers transferring under these conditions will be allowed three-fourths of their seniority on district to which transferring.

Holiday Pay to Telegraphers Who Have Resigned or Who Have Been Dismissed.

Telegraphers under these conditions will be entitled to a proportionate amount of their holidays' allowance, based on the portion of the year worked without holidays, providing, of course, that it is not evident that they had been contemplating resignation when making application for holidays.

Interpretation Sunday Overtime ("F", Art. XV) as Ruled by the Vice-President and General Manager of Western Lines.

If a telegrapher is called to come on duty once in the forenoon and once in the afternoon, he would be paid for straight calls, as per Article XV, Clauses (a) and (b).

General.

The management have assured your committee that the rules embodied in the arti-

cles of this agreement will be faithfully adhered to by the officers of the company.

It is impossible to draft general rules which will meet all circumstances, or to foresee conditions which may arise in the future, therefore telegraphers are enjoined to be reasonable and fair in their judgment of cases not clearly covered by any of the rules before making them the subject of grievance.

All questions in dispute must first be referred to the officer of the company having immediate jurisdiction by the telegrapher aggrieved. If reasonable efforts in this direction do not result in a satisfactory adjustment of the case, he may then file a statement giving full particulars together with all correspondence in connection with the matter with his local chairman, who will give it prompt attention.

Central of Georgia Railway Company

(WAGES EFFECTIVE OCTOBER 10, 1917.)

(RULES EFFECTIVE DECEMBER 11, 1917)

ARTICLE I.

These rules and regulations will apply to agent-operators, levermen, telegraph and telephone operators, and such employees as are specified in the wage schedule attached hereto.

ARTICLE II.

Promotion.

(a) Employees covered by this agreement will be regarded as in line for promotion, advancement depending on the faithful discharge of their duties and capacity for increased responsibilities. When competent, seniority will have preference.

(b) Employees as per Article I will be eligible for promotion to train dispatching and station service positions.

(c) Employees as per Article I declining promotion do not forfeit seniority to any position when another vacancy occurs or a new position is created.

(d) If, after a fair trial, an employee as per Article I is found to be incapacitated, he will be placed on the extra list until reassigned, with seniority remaining unimpaired.

(e) Employees as per Article I, will not be permitted to resume a position which they have left to accept another permanent position, until the former shall have again been placed on bulletin.

ARTICLE III.

Seniority.

(a) Seniority will be effective and will date from the last time of entering the service on respective divisions.

(b) Seniority will apply only when vacancies occur or new positions are created, except as set forth in Paragraph (d) of this article.

(c) When a vacancy occurs, or a new position is created, the same will be promptly bulletined to all concerned. Within five (5) days from date of bulletin, employees covered by this agreement desiring the position, shall make application for same in the regular way, sending local chairman a copy. Such positions will be permanently filled within thirty (30) days from date of bulletin. Superintendent will notify local chairman

promptly of selections. All temporary vacancies or new positions known to be open for a period of ten (10) days for operators and twenty (20) days for agents will be bulletined to all concerned.

(d) Where offices are abolished or the force reduced, the employees relieved shall be the youngest men in point of division service and they may assert whatever seniority they may have for any position on their respective division, provided that in so doing they shall not displace any employee who has been working on the division more than two years, and will be required to avail themselves of this rule within thirty (30) days, otherwise they will merely retain their seniority on the extra list.

Employees less than two years in the service, relieved under seniority rules, may claim any position held by a younger man on the division.

Employees on leave of absence may bid on vacancies or new positions, provided they occupy same within the time specified in Paragraph (c) of this article.

Trading positions will not be permitted except by consent of local chairman and superintendent.

(e) Employees as per Article I thrown out of employment by reason of reduction of force will be given employment on other divisions covered by this agreement in preference to new men not in the service. Employees shall have the right to decline such transfer if they choose to do so.

(f) Employees as per Article I accepting positions in other branches of the service, shall not forfeit seniority until after the expiration of six months, but may assert it by filing application for vacancies or new positions.

(g) A seniority list of employees covered by this schedule will be prepared by superintendents of the respective divisions the first day of each January and July, copies of which will be mailed to each local chairman of the respective divisions.

(h) Employees from telegraph department accepting places as cashier, chief clerk, or ticket clerk at a railway station, for a period not exceeding one year, will retain their seniority rights and may exercise same by bidding for vacancies or new positions.

ARTICLE IV.

Hours of Service.

(a) At offices or places where one agent-operator, operator, operator-leverman, or clerk-operator is employed, eight (8) hours, commencing between 6:00 and 8:00 a. m. or p. m., exclusive of meal hour, shall constitute a day's work. Except as relieved for meals, the hours shall be consecutive.

If held on duty for any purpose for more than eight (8) consecutive hours, exclusive of meal hour, overtime will be allowed therefor.

At such places, one hour shall be allowed for meals between 11:30 and 1:30 a. m. or p. m. If not relieved for meals, one hour overtime will be allowed therefor.

(b) At offices where two or more employes, performing telephone or telegraph duties, are employed, eight (8) consecutive hours shall constitute a day's work.

If held on duty for longer than eight (8) hours, overtime will be allowed therefor.

Eight (8) consecutive hours shall constitute one day's work for operators in the Savannah, Macon, Columbus and Cedartown message and relay offices. Excess hours to be paid for at overtime rates.

(c) At continuously operated offices where the hours of service are limited in this agreement to eight (8) hours, the hours of beginning and ending of tricks will be issued by the superintendent to meet the wishes of the majority of operators working at the station.

(d) Ten hours, exclusive of meal hour, shall constitute a day's work for exclusive agents coming under this agreement. Such employes will be allowed one hour for meals between 11:30 a. m. and 1:30 p. m. Except as relieved for meals, the hours shall be consecutive, and if held on duty for more than ten consecutive hours, exclusive of meal hour, overtime will be allowed therefor.

(e) Ten hours, exclusive of meal hour, shall constitute a day's work for levermen. Except as relieved for meals, the hours shall be consecutive, and if held on duty for more than ten consecutive hours, exclusive of meal hour, overtime will be allowed therefor.

ARTICLE V.

Overtime.

(a) Employes as per Article I, required to leave their permanent positions to work extra or to work on other jobs shall be allowed one (\$1) dollar per day or fraction thereof, additional, while they are on such work for expenses and will not be required to work for less than the salary of their permanent positions, or work longer hours. This paragraph will not apply to offices covered by Article X.

(b) Where employes are required to remain on duty for the performance of any service required by the Company, in excess of the regular number of hours, constituting a day's work, specified in Article IV, they will be paid overtime at the rate of forty (40) cents per hour, except when the regular rate is higher. In such cases, overtime will be paid pro rata. At relay offices (Savannah, Macon, Columbus and Cedartown) forty-five (45) cents per hour will be paid,

except when the regular rate³ is higher. In such cases, overtime will be paid pro rata.

(c) When required to double, overtime rate will be paid until relieved.

(d) When employes are called or instructed to come on duty before or after regular established hours, they will be allowed seventy-five (75) cents for the call and first hour and regular overtime thereafter.

(e) When employes are required to attend trains, before or after their regular assigned hours of duty, they will be allowed seventy-five (75) cents for the first hour or any part thereof, and overtime at the regular overtime rate for each succeeding hour held on duty thereafter.

(f) In computing overtime, anything less than thirty minutes will not be counted, thirty minutes and less than sixty minutes will be counted one hour.

(g) Forms for reporting overtime will be furnished all offices.

(h) Overtime will not be allowed unless claim is forwarded to the superintendent within twenty-four hours after overtime is made. If, for any reason, overtime or compensation on any other account is not allowed, employes will be promptly notified, giving the reason why not allowed.

ARTICLE VI.

Switch Lamps.

Employes as per Article I who are required to attend to switch lamps will be paid one (\$1) dollar per lamp per month additional.

ARTICLE VII.

Sunday Duty and Vacations.

(a) Employes as per Article I, will be excused from duty on Sundays and legal holidays whenever practicable.

(b) Employes who have been in the continuous service of the Company for a period of two or more years, who are required to perform any Sunday or legal holiday service, and who have regular assignment, will be granted fifteen (15) days' vacation each year without loss of pay.

Employes entitled to vacation as above and who have been put back on extra list through no fault of their own, will receive their vacation.

Such vacations to be granted in the order in which applications are filed with superintendents of the respective divisions after January 1st of each year.

ARTICLE VIII.

Leave of Absence.

The Company will grant leave of absence upon proper request for a period not to exceed ninety (90) days and furnish transportation in accordance with the general regulations of the Company. Certified members of the General Committee of the Order of Railroad Telegraphers shall be allowed such leave of absence as they find necessary to transact the business of the men they represent.

ARTICLE IX.

Court Attendance.

Employes as per Article I required to attend court as witnesses for the Railway Company will be allowed regular pay when

relieved from duty; double pay if required to perform regular service in addition to attending court during any twenty-four hour period; transportation to and from, and reasonable expenses. All witness certificates to be delivered to the Railway Company.

ARTICLE X.

Emergency Offices.

For performing duties at wrecks, wash-outs, or similar emergencies, employes as per Article I, will be compensated at their regular rates of pay, and in addition thereto a reasonable amount for expenses incurred, including going to and returning from such places and emergencies.

ARTICLE XI.

Transfers.

(a) Employes as per Article I transferred by the direction of the Company will be furnished free transportation for themselves, families, and effects, and will be allowed regular pay while in transit and while making such transfers, rate of pay to be based on position from which transfer is made.

(b) Where transfers are involved, employes will give the superintendent forty-eight (48) hours notice when reporting for duty. Twelve (12) hours shall be held to be sufficient notice in case of operators, or levermen, resuming service. If delayed thereafter to be checked in, or to resume service, they will be paid for all time lost on that account.

(c) Employes as per Article I will not be required to lose time while station is being transferred.

ARTICLE XII.

New Positions.

(a) When new positions are created, compensation will be fixed in conformity with the rates at similar positions on the same division.

(b) Positions covered by this agreement will be filled by employes taken from the official seniority list of telegraphers.

ARTICLE XIII.

Discipline.

(a) Employes as per Article I will not be disciplined or discharged without an investigation, which will be made by the proper officers (and whenever practicable the superintendent will personally hold same), within five (5) days, if possible, and in the presence of the employee under charges. The latter shall have the privilege of bringing to the investigation an employee of his own selection, and such witnesses as he may desire. If found blameless, he will be paid for lost time. If disciplined, or discharged, he will be immediately furnished with a written statement showing cause.

(b) Employes feeling that an injustice has been done them, may always submit their case to the superintendent for consideration and review, and shall have the privilege of appealing the superintendent's decision, provided such appeal is made in writing within thirty (30) days after the reviewing officer has rendered his decision.

ARTICLE XIV.

Pumping Engines.

Employes as per Article I required to run pumping engines, will be paid not less than fifteen (15) dollars per month additional compensation for same. The agents at Smiths and Graves will be required to run pumping stations.

ARTICLE XV.

Loading Cotton.

The following rates will be allowed for loading uncompressed bales of cotton:

36 ft. cars: Forty to forty-seven bales per car: Two and one-half (2½) cents per bale.

Forty-eight bales and over: Four (4) cents per bale.

40 ft. cars: Forty-five to fifty-three bales per car: Two and one-half (2½) cents per bale.

Fifty-four bales and over: Four (4) cents per bale.

For loading cotton on end in cars, they will be allowed one (1) cent per bale.

ARTICLE XVI.

Miscellaneous Service.

(a) Employes as per Article I will not be required to clean battery cells where more than eight cells are located.

(b) Employes as per Article I will not be required to scrub floors, wash windows or clean outbuildings and grounds.

(c) At stations where the quantity of United States Mail handled amounts to more than sixty (60) pounds per day on an average through any month, employes as per Article I will be relieved from handling same.

(d) At telegraph offices, where conductors, or trainmen, at other than regular hours of operators, receive train orders covering movement of their trains, the operator will be allowed one call.

(e) At stations or places where a portion of the duties indicated under "position" in wage scale are discontinued, the pay and hours of service will remain the same.

ARTICLE XVII.

Expiration of Agreement.

Thirty (30) days' notice will be given of any contemplated change in the foregoing rules or wage scale under this schedule.

For Central of Georgia Railway Company:

(Signed) L. W. BALDWIN,
Vice-President & General Manager.

For The Order of Railroad Telegraphers:

(Signed) C. H. LIVSEY,
General Chairman.

Savannah, Ga., December 11, 1917.

WAGE SCALE.

Savannah Division.

Station and Position	Rate per Month.
Tybee Island, agent operator.....	\$ 92.00
Randolph Street, agent operator.....	120.00
Savannah, operator (GO).....	118.00
Operator (GO).....	110.00
Operator (GO).....	110.00
Operator (CD).....	110.00

Station and Position	Rate per Month.	Macon Division.	
Pooler, agent operator.....	\$ 83.00	Station and Position	Rate per Month.
Bloomington, agent operator.....	83.00	Atlanta, clerk operator (CS).....	\$105.00
Meldrim, agent operator.....	90.00	Oakland Junction, operator leverman.....	103.00
Clerk operator.....	83.00	Operator leverman.....	101.00
Clerk operator.....	80.00	Operator leverman.....	101.00
Marlow, agent.....	40.00	Fort McPherson, agent.....	85.00
Pineora, agent operator.....	80.00	Industry Yard, clerk operator (AD).....	110.00
Guyton, agent operator.....	95.00	Clerk operator (AD).....	105.00
Egypt, agent operator.....	80.00	East Point, agent.....	115.00
Oliver, agent operator.....	80.00	Operator leverman.....	105.00
Halcyondale, agent operator.....	80.00	Operator leverman.....	104.00
Cameron, agent.....	45.00	Operator leverman.....	102.00
Dover, agent.....	85.00	Hapeville, agent operator.....	90.00
Clerk operator.....	80.00	Clerk operator.....	85.00
Ogeechee, agent.....	65.00	Clerk operator.....	85.00
Rocky Ford, agent operator.....	100.00	Forest Park, agent.....	38.00
Clerk operator.....	78.00	Morrow, agent.....	43.00
Scarboro, agent.....	50.00	Jonesboro, agent operator.....	100.00
Millen, agent.....	135.00	Clerk operator.....	80.00
Ticket agent operator.....	95.00	Clerk operator.....	80.00
Clerk operator.....	83.00	Lovejoy, agent.....	50.00
Clerk operator.....	83.00	Hampton, agent operator.....	100.00
Midville, agent.....	110.00	Griffin, ticket agent.....	100.00
Clerk operator.....	75.00	Operator leverman.....	95.00
Wadley, agent.....	130.00	Operator leverman.....	92.00
Ticket agent operator.....	95.00	Operator leverman.....	90.00
Clerk operator.....	83.00	Irving, operator.....	87.00
Clerk operator.....	83.00	Operator.....	85.00
Bartow, agent operator.....	95.00	Operator.....	85.00
Davisboro, agent operator.....	95.00	Milner, agent operator.....	85.00
Tennille, agent.....	140.00	Barnesville, agent.....	135.00
Ticket agent operator.....	95.00	Ticket clerk operator.....	92.00
Clerk operator.....	83.00	Thomaston, agent.....	80.00
Clerk operator.....	83.00	Goggins, agent operator.....	83.00
Oconee, agent operator.....	80.00	Clerk operator.....	80.00
Toombsboro, agent operator.....	80.00	Clerk operator.....	80.00
McIntyre, agent operator.....	80.00	Forsyth, agent.....	135.00
Gordon, agent operator.....	115.00	Clerk operator.....	87.00
Clerk operator.....	80.00	Clerk operator.....	80.00
Clerk operator.....	80.00	Clerk operator.....	80.00
Mogul, operator.....	90.00	Smarr, agent.....	38.00
Operator.....	90.00	Bolingbroke, agent operator.....	87.00
Operator.....	90.00	Clerk operator.....	82.00
Clito, agent.....	43.00	Clerk operator.....	82.00
Statesboro, agent.....	125.00	Macon Jct., operator leverman (MD).....	90.00
Clerk operator.....	75.00	Operator leverman (MD).....	90.00
Jimps, agent.....	43.00	Operator leverman (MD).....	90.00
Register, agent operator.....	90.00	Macon Yard, clerk operator.....	90.00
Pulaski, agent operator.....	65.00	Clerk operator.....	90.00
Metter, agent operator.....	95.00	Clerk operator.....	90.00
Stillmore, agent operator.....	75.00	Macon, operator (RA).....	118.00
Nunez, agent operator.....	65.00	Operator (RA).....	110.00
Covena, agent.....	50.00	Gray, agent operator.....	75.00
Norristown, agent operator.....	65.00	Round Oak, agent.....	55.00
Stevens Pottery, agent operator.....	60.00	Hillsboro, agent operator.....	70.00
Milledgeville, agent.....	135.00	Monticello, agent operator.....	115.00
Clerk operator.....	85.00	Clerk operator.....	75.00
Merriwether, agent.....	35.00	Machen, agent operator.....	85.00
Eatonton, agent.....	130.00	Clerk operator.....	70.00
Clerk operator.....	85.00	Shady Dale, agent.....	62.00
Willard, agent.....	45.00	Godfrey, agent operator.....	75.00
Newborn, agent operator.....	70.00	Madison, agent.....	115.00
Mansfield, agent operator.....	90.00	Clerk operator.....	75.00
Starrsville, agent.....	38.00	Apalachee, agent operator.....	85.00
Covington, agent operator.....	130.00	Bishop, agent operator.....	80.00
Porterdale, agent operator.....	85.00	Watkinsville, agent operator.....	75.00
Waynesboro, agent.....	140.00	Athens, clerk operator.....	90.00
Clerk operator.....	85.00	Chattanooga Division.	
Clerk operator.....	65.00	Chattanooga, clerk operator (C).....	\$ 85.00
Green's Cut, agent.....	50.00	Chattanooga Yd. Off. clk. opr. (SG).....	88.00
Augusta Yard, clerk operator.....	95.00	Clerk operator (SG).....	86.00
Clerk operator.....	85.00	Clerk operator (SG).....	86.00

Station and Position	Rate per Month.	Station and Position	Rate per Month.
Rossville, agent operator.....	\$105.00	Smithville, agent.....	\$115.00
Fort Oglethorpe, agent operator.....	90.00	Ticket agent operator.....	103.00
Lytle, clerk operator.....	92.50	Clerk operator.....	100.00
Durham, agent operator.....	86.00	Clerk operator.....	100.00
Chickamauga, agent operator.....	110.00	Adams, agent.....	35.00
Clerk operator.....	85.00	Leesburg, agent operator.....	92.00
LaFayette, agent operator.....	110.00	Albany, clerk operator.....	112.00
Trion, agent operator.....	90.00	Clerk operator.....	100.00
Summerville, agent operator.....	90.00	Clerk operator.....	95.00
Berryton, agent operator.....	78.00	Walkers, agent operator.....	72.00
Lyerly, agent operator.....	83.00	Leary, agent operator.....	80.00
Holland, agent operator.....	77.00	Williamsburg, agent operator.....	67.00
Lavender, agent operator.....	77.00	Arlington, agent operator.....	115.00
Rome, ticket agent.....	87.00	Clerk operator.....	90.00
Clerk operator.....	83.00	Bancroft, agent.....	35.00
Lindale, agent operator.....	90.00	Blakely, agent operator.....	112.00
Cedartown, agent.....	133.00	Hilton, agent.....	45.00
Operator.....	110.00	Columbia, agent operator.....	98.00
Felton, agent.....	40.00	Clerk operator.....	70.00
Buchanan, agent operator.....	80.00	Webb, agent operator.....	67.00
Bremen, agent operator.....	100.00	Dothan, cashier operator.....	107.00
Bowdon Junction, agent operator.....	85.00	Ticket agent operator.....	88.00
Carrollton, agent.....	133.00	Taylor, agent.....	34.00
Clerk operator.....	84.00	Malvern, agent.....	57.00
Banning, agent.....	58.00	Slocumb, agent operator.....	80.00
Whitesburg, agent operator.....	78.00	Hartford, agent.....	90.00
Sargent, agent operator.....	78.00	Clerk operator.....	78.00
Newnan, clerk operator.....	90.00	Bellwood, agent.....	45.00
Raymond, agent operator.....	85.00	Chancellor, agent.....	38.00
Sharpsboro, agent.....	40.00	Coffee Springs, agent operator.....	80.00
Turin, agent operator.....	77.00	Samson, agent operator.....	78.00
Senola, agent operator.....	110.00	Hacoda, agent.....	38.00
Clerk operator.....	77.00	Floral, agent operator.....	95.00
Brooks, agent operator.....	78.00	Lockhart, agent operator.....	72.00
Southwestern Division.		Bronwood, agent operator.....	80.00
(Effective October 10, 1917.)		Dawson, agent.....	140.00
Macon, operator (RA).....	\$110.00	Cashier operator.....	100.00
Rutland, operator.....	82.00	Graves, agent.....	50.00
Operator.....	82.00	Shellman, agent operator.....	115.00
Operator.....	82.00	Clerk operator.....	80.00
Echeconnee, operator.....	82.00	Cuthbert, agent.....	140.00
Operator.....	82.00	Cashier.....	100.00
Operator.....	82.00	Ticket clerk operator.....	100.00
Merle, operator.....	82.00	Clerk operator.....	90.00
Operator.....	82.00	Springvale, agent.....	40.00
Operator.....	82.00	Morris, agent.....	65.00
Byron, agent operator.....	100.00	Hatcher, agent.....	50.00
Clerk operator.....	82.00	Georgetown, agent.....	35.00
Clerk operator.....	82.00	Eufaula, agent.....	160.00
Powersville, agent operator.....	92.00	Ticket agent operator.....	115.00
Clerk operator.....	82.00	Batesville, agent.....	25.00
Clerk operator.....	82.00	Comer, agent operator.....	70.00
Bliss, operator.....	82.00	Midway, agent operator.....	95.00
Operator.....	82.00	Three Notch Road, agent.....	28.00
Operator.....	82.00	Thompson, agent operator.....	58.00
Fort Valley, agent.....	145.00	Fitzpatrick, agent operator.....	85.00
Cashier operator (FN).....	95.00	Mitchells, agent.....	40.00
Clerk operator (VN).....	100.00	Mathews, agent operator.....	72.00
Clerk operator (VN).....	98.00	Pike Road, agent operator.....	73.00
Clerk operator (VN).....	96.00	Clayton, agent operator.....	115.00
Marshallville, agent operator.....	100.00	Louisville, agent operator.....	75.00
Montezuma, agent.....	128.00	Clio, agent operator.....	77.00
Clerk operator.....	92.00	Elamville, agent.....	35.00
Oglethorpe, agent.....	115.00	Ariton, agent.....	40.00
Clerk operator.....	85.00	Ozak, agent.....	120.00
Andersonville, agent operator.....	80.00	Clerk operator.....	80.00
Americus, ticket agent (NA).....	107.00	Coleman, agent operator.....	82.00
Clerk operator.....	110.00	Fort Gaines, agent.....	115.00
Clerk operator.....	110.00	Perry, agent operator.....	95.00
Clerk operator.....	110.00	Reynolds, agent operator.....	100.00
Sumter, agent.....	40.00	Clerk operator.....	72.00
		Clerk operator.....	72.00
		Butler, agent operator.....	100.00
		Howard, agent operator.....	80.00

Station and Position	Rate per Month.
Junction City, agent.....	\$ 38.00
Paschal, agent operator.....	85.00
Clerk operator	72.00
Clerk operator	72.00
Geneva, agent.....	50.00
Juniper, agent	45.00
Box Springs, agent operator.....	78.00
Upatoi, agent operator.....	78.00

Columbus Division.

(Effective October 10, 1917.)

Columbus, operator (SW).....	\$110.00
Operator (SW)	102.00
Phenix City, agent operator.....	80.00
Smiths, agent operator.....	72.00
Motts, operator.....	74.00
Bleeker, agent	60.00
Salem, agent operator.....	82.00
Opelika, ticket agent.....	100.00
Ticket agent operator.....	100.00
Clerk operator	100.00
Clerk operator	100.00
Gold Ridge, agent.....	47.00
Waverly, agent operator.....	82.00
Camp Hill, agent operator.....	100.00
Clerk operator	78.00
Slaughters, operator	79.00
Dadeville, agent operator.....	112.00
Clerk operator	80.00
Jackson Gap, agent operator.....	81.00
Sturdivant, operator.....	79.00
Alexander, City, clerk operator.....	82.00
Kellyton, agent operator.....	90.00
Goodwater, agent operator.....	100.00
Clerk operator	80.00
Clerk operator	80.00
Hollins, agent operator.....	85.00
Sylacauga, clerk operator.....	85.00
Clerk operator.....	77.00
Clerk operator.....	77.00
Childersburg, agent operator.....	83.00
Vincent, agent operator.....	85.00
Calcis, agent	42.00

Station and Position	Rate per Month.
Sterretts, agent operator.....	\$ 80.00
Vandiver, operator	77.00
Leeds, agent operator.....	85.00
Margaret Junction, operator.....	80.00
Operator	80.00
Operator	80.00
Colgate, agent operator.....	100.00
LaFayette, agent operator.....	110.00
Clerk operator	80.00
Buffalo, agent	30.00
Five Points, agent.....	60.00
Roanoke, clerk operator.....	80.00
Cataula, agent	60.00
Hamilton, agent operator.....	78.00
Chiple, agent operator.....	94.00
Durand, agent	50.00
Harris, agent (joint).....	32.00
Greenville, agent operator.....	95.00
Luthersville, agent operator.....	81.00
Ellaville, agent operator.....	85.00
Buena Vista, agent operator.....	100.00
Girard, agent	70.00
Fort Mitchell, agent.....	50.00
Seale, agent operator.....	82.00
Hatchechubbee, agent.....	65.00
Hurtsboro, agent operator.....	90.00
Ticket agent	80.00
Guerryton, agent operator.....	60.00
Union Springs, ticket agent.....	85.00
Clerk operator	85.00
Clerk operator	85.00
Inverness, agent.....	68.00
Boswell, agent.....	45.00
Linwood, agent.....	64.00
Saco, agent.....	35.00
Troy, clerk operator	90.00
Goshen, agent.....	65.00
Glenwood, agent	50.00
Brantley, agent operator.....	98.00
Dozier, agent	60.00
Searight, agent	45.00
Gantt, agent operator.....	66.00
Andalusia, agent operator.....	105.00
Clerk operator	80.00

Central Vermont Railway Company

(EFFECTIVE OCTOBER 1, 1917.)

The following rules and wages will govern telegraphers on the Central Vermont Railway.

When additional telegraphers' positions are created compensation will be fixed in conformity with that for positions of the same class as shown by this schedule.

1. All employees assigned by proper authority to railway telegraph or telephone service of any character or duration, also the station agents as shown in the attached wage scale, except where a star is shown opposite the name of the station, will be considered as telegraphers within the meaning of this schedule and are so called herein.

Stations where agents are not required to do telegraph work will be indicated by a star. The star indication will not be understood as depriving the agent of seniority rights.

2. (a) The promotion of telegraphers shall extend over each superintendent's division,

and will be governed by merit and ability; where ability is sufficient, seniority will have the preference, the superintendent being the judge.

(b) In case of reduction in the number of telegraphers employed the senior telegraphers on their respective division will be retained in preference to telegraphers junior to them. If a position included in the attached schedule is abolished, the telegrapher affected will be entitled to the position held by the junior permanently located telegrapher on the superintendent's division.

(c) All vacancies and permanent appointments will be immediately bulletined over the superintendent's district, addressed to telegraphers and telegraphers shall have ten days from the date of such message within which to file application. A vacancy will be filled if practicable within twenty days from the time it occurs by the appointment of the man entitled to it.

(d) Clerks who have had experience in station work will not be debarred from bidding on positions named in this schedule.

(e) A complete list of all telegraphers on each superintendent's division showing their seniority standing will be kept on file in the respective train dispatching offices open to the inspection of all telegraphers concerned.

(f) Vacancies in train dispatchers' positions will be filled by telegraphers in the employ, if considered competent, any telegrapher so promoted will retain seniority standing in the ranks of the agents and operators.

(g) When vacancies are filled in an emergency by an employee who is not a telegraph operator the assignment shall be considered a temporary arrangement.

8. If an employee is suspended or discharged for reasons which he may consider unjust, he shall have the right to appeal to his immediate superior officers within two weeks. If a satisfactory adjustment is not arrived at he may call on any other employee named in Rule 1, in good standing, or a committee representing the employees named in Rule 1 to represent him. If he is still dissatisfied with the result he may appeal in regular order to the highest officials of the company. If investigation develops that the employee was wrongfully charged he shall receive full pay for time lost.

4. Employees who are transferred from one station to another by request of the company, will be furnished free transportation for dependent members of their families and household goods, if lawful.

5. Employees called to attend court on the business of the company or for other purposes for which they are authorized by proper authority will be paid their regular wages. If called on to leave their homes, necessary expenses will be paid; mileage and other fees to be turned over to the company.

6. Telegraphers performing duty at wrecks or emergency offices, will be paid their regular wages and reasonable expenses.

7. (a) Twelve consecutive hours or less, including meal hour, shall constitute a day's work. The hours of service shall be arranged to suit the requirements.

(b) At offices where more than two telegraphers are employed, nine (9) consecutive hours, including meal hour, shall constitute a day's work, or at the company's option, eight (8) consecutive hours without a meal shall constitute a day's work.

(c) Dispatchers will relieve agents and operators for not less than thirty minutes nor more than one hour for meals between 11:30 a. m. and 1:30 p. m. If unable to do so one hour overtime will be allowed and thirty minutes allowed as soon as possible thereafter. This rule will not apply to those working less than ten (10) hours per day.

8. (a) A telegrapher required to remain on duty longer than the number of hours constituting a day's work will be given an official order and be excused in the same manner, and will be allowed overtime as per Clause (b).

(b) Overtime will be paid at the rate of twenty-five (25) cents per hour.

In computing overtime, less than thirty minutes will not be counted; thirty minutes and less than sixty will be counted as one hour.

(c) If a telegrapher is called before or after his regular hours he will be allowed fifty cents for each call for which one hour's service shall, if necessary, be performed.

When a telegrapher is required to attend a regular scheduled train due at his station within three hours after his regular hours duty he will receive pay at the rate of twenty-five (25) cents per hour or fraction thereof.

(d) Overtime will not be allowed unless overtime tickets consecutively numbered are mailed to the proper official within forty-eight hours from the time service is performed. If overtime is not allowed, telegraphers will be notified within ten days from the time service was performed setting forth the reason.

9 (a) Telegraphers at twenty-four (24) hour service offices required to work Sundays will be paid pro rata on schedule salary for such service, based on twenty-six days per month.

(b) Where other than twenty-four (24) hour service offices are required to be kept open, telegraphers will be paid at the rate of twenty-five (25) cents per hour or fraction thereof for such service.

10. This agreement will take effect October 1, 1917, and will be carried out in good faith by all parties interested, and will continue in force until thirty days' notice in writing has been given by either party to the other, requesting a change.

M. MAGIFFE,
Supt. Telegraph.

Approved:
E. C. SMITH,
President.

Southern Division.

† Tenement.

‡ Special allowance for express.

Station and Position	Rate per Month.
*New London, agent.....	\$110.00
Operator	75.00
East New London, operator.....	70.00
Montville, agent and operator.....	80.00
Cashier and operator.....	80.00
*Norwich, agent.....	115.00
Ticket clerk and operator.....	75.00
Yantic, agent and operator.....	80.00
Lebanon, agent and operator.....	60.00
So. Windham, agent and operator....	65.00
*Willimantic, agent.....	110.00
First operator and clerk.....	75.00
Second operator and clerk.....	75.00
So. Coventry, agent and operator....	65.00
Eagleville, agent and operator.....	55.00
Mansfield, agent and operator.....	65.00
Merrrow, agent (care taker).....	31.00
So. Willington, agent and operator...	60.00
W. Willington, agent and operator....	65.00
*Stafford, agent	110.00
Opr. and tkt. agt. (W. U. \$30.00)...	50.00
Monson, agent and operator.....	65.00
*Palmer, agent	†115.00
First operator and clerk.....	75.00
Second operator and clerk.....	75.00
Third operator and clerk.....	70.00
Three Rivers, agent and operator....	65.00
Barretts Jct., agt. and opr. (Jt. B&A) †	‡85.00
Belchertown, agent and operator.....	85.00
Operator and clerk.....	70.00

Station and Position	Rate per Month.	Station and Position	Rate per Month.
*Amherst, agent.....	\$ 95.00	North Duxbury, agent.....	\$ 40.00
Operator and clerk.....	65.00	Bolton, agent and operator.....	60.00
Cushman, agent.....	60.00	Jonesville, agent and operator.....	60.00
Leverett, agent.....	60.00	Richmond, agent and operator.....	70.00
Montague, agent.....	55.00	Williston, agent and operator.....	60.00
Northfield Farms, agent.....	30.00	*Essex Junction, agent.....	85.00
Northfield, agent and operator.....	†80.00	First operator and clerk.....	70.00
Vernon, agent and operator.....	†60.00	Second operator and clerk.....	70.00
*Brattleboro, agent.....	125.00	Third operator and clerk.....	65.00
First operator.....	75.00	Colchester, agent and operator.....	55.00
Second operator.....	75.00	Milton, agent and operator.....	75.00
Williamsville, agent.....	50.00	Second operator and clerk.....	70.00
Newfane, agent and operator.....	50.00	Third operator and clerk.....	65.00
Townshend, agent.....	50.00	Georgia, agent and operator.....	†60.00
W. Townshend, agent.....	40.00	Oakland, agent and operator.....	55.00
Wardsboro, agent.....	40.00	*St. Albans, agent.....	150.00
Jamaica, agent and operator.....	50.00	Chief operator.....	80.00
Winhall, agent.....	40.00	First operator.....	75.00
So. Londonderry, agent and operator.....	55.00	Second operator.....	75.00
*Windsor, agent.....	115.00	Third operator.....	75.00
Ticket agent (Joint B. & M.).....	40.00	Italy Yard, first operator and clerk...	70.00
First operator and clerk.....	75.00	Second operator and clerk.....	70.00
Second operator and clerk.....	75.00	Third operator and clerk.....	70.00
Third operator and clerk.....	70.00	Fonda Junction, agent and operator..	†65.00
Hartland, agent and operator.....	60.00	Second operator.....	65.00
Evarts, agent and operator.....	55.00	Third operator.....	65.00
Northern Division.			
*White River Jct., agent.....	\$140.00	East Swanton, agent and operator....	†55.00
First operator.....	75.00	Highgate Springs, agent and operator	55.00
Second operator.....	75.00	St. Armand, agent and operator.....	65.00
Third operator.....	75.00	Operator and clerk.....	60.00
Hartford, agent and operator.....	†55.00	Stanbridge, agent and operator.....	70.00
West Hartford, agent and operator....	55.00	Des Riveries, agent and operator.....	65.00
Sharon, agent and operator.....	55.00	St. Alexander, agent and operator....	65.00
*South Royalton, agent.....	60.00	S. S. & C. Jct., agent and operator...	†65.00
First operator and clerk.....	70.00	Iberville, agent and operator.....	60.00
Second operator and clerk.....	70.00	*Burlington, agent.....	125.00
Third operator and clerk.....	65.00	First operator and clerk.....	70.00
Royalton, agent and operator.....	55.00	Second operator and clerk.....	70.00
*Bethel, agent.....	65.00	Third operator and clerk.....	65.00
First operator and clerk.....	70.00	Winooski, agent and operator.....	45.00
Second operator and clerk.....	†35.00	Operator and clerk.....	70.00
Third operator and clerk.....	65.00	Essex Center, agent.....	50.00
*Randolph, agent.....	55.00	Jericho, agent.....	55.00
First operator and clerk.....	70.00	Underhill, agent and operator.....	55.00
Second operator and clerk.....	70.00	Cambridge, agent and operator.....	55.00
Third operator and clerk.....	65.00	Jeffersonville, agent.....	50.00
Braintree, agent and operator.....	60.00	(Greens Corners, agent.....	35.00
East Granville, agent (care taker)....	25.00	Sheldon Springs, agent.....	70.00
Roxbury, agent and operator.....	65.00	Sheldon Junction, agent and operator	70.00
Second operator and clerk.....	65.00	North Sheldon, agent.....	55.00
Third operator and clerk.....	65.00	Enosburg Falls, agent and operator..	65.00
*Northfield, agent.....	55.00	North Enosburg, agent.....	35.00
First operator and clerk.....	70.00	East Berkshire, agent and operator..	70.00
Second operator and clerk.....	70.00	Richford, agent and operator.....	95.00
Third operator and clerk.....	65.00	*Swanton, agent.....	95.00
Riverton, agent and operator.....	55.00	First operator and clerk.....	70.00
Montpelier Jct., agent and operator....	80.00	Second operator and clerk.....	70.00
Second operator and clerk.....	70.00	Third operator and clerk.....	65.00
Third operator and clerk.....	65.00	East Alburgh, agent and operator....	55.00
*Montpelier, agent.....	120.00	Second operator and clerk.....	70.00
First operator and clerk.....	75.00	Third operator.....	65.00
Second operator and clerk.....	70.00	*Alburgh, agent.....	70.00
Third operator and clerk.....	65.00	Alburgh, 1st operator and clerk.....	70.00
*Barre, agent.....	120.00	M. & S. C. Jct., 1st opr. (M. & S. C. Emp.)	
Operator and clerk.....	65.00	Second operator (M. & S. C. Employee.)	
South Barre, agent.....	45.00	Chambly, agent and operator.....	56.00
Williamstown, agent and operator.....	60.00	Chambly Canton, agent and operator..	†60.00
Middlesex, agent and operator.....	60.00	Richelieu, agent and operator.....	†55.00
*Waterbury, agent.....	50.00	Marieville, agent and operator.....	†62.00
First operator and clerk.....	70.00	St. Cesaire, agent and operator.....	†65.00
Second operator and clerk.....	70.00	Rougemont, agent and opr., M.&S.C. Emp.	
Third operator and clerk.....	65.00	*Farnham, agent.....	115.00
		Farnham, operator and clerk.....	70.00

Station and Position	Rate per Month.	Station and Position	Rate per Month.
Granby, agent and operator.....	\$100.00	Stanbridge East, agent and operator..	\$ 55.00
Operator and clerk.....	70.00	Frelighsburg, agent and operator....	55.00
Waterloo, agent and operator.....	70.00	St. Angele, joint agent and operator..	20.00

The Chesapeake and Ohio Railway Company

The Chesapeake and Ohio Railway Co. of Ind.

EFFECTIVE JULY 1, 1917.

RULES AND REGULATIONS.

ARTICLE I.

Employees Covered.

These rules and regulations apply to agent-telegraphers, telegraphers, agent-telephoners, telephoners, levermen, and to other employees specified in the schedule of wages. The word employee as used in this agreement refers only to the employees covered by this schedule.

ARTICLE II.

When New Offices Are Opened or Conditions Changed.

When new positions are created or conditions materially changed at an office the wages will be fixed in conformity with the average of positions of a like class on that district. When a telegraph office is closed and the agency is to be continued it will be compared with other agencies of a like class, and if it compares with positions paying \$25.00 per month it will be retained in schedule with no reduction of salary.

ARTICLE III.

Advertising Positions.

Section. 1. When vacancies occur or new positions are created, they will be advertised within ten days and accepted or declined within ten days. The positions must be filled within thirty days.

Temporary Vacancies.

Sec. 2. In filling temporary vacancies known to be of fifteen days or more duration, the oldest competent extra employees in the service will be given preference.

Mileage Rate Extra Operators.

Sec. 3. An extra employee sent from his regular headquarters or any office to work extra at other offices, by order of the Chief Train Dispatcher, will be paid one cent per mile going and returning.

Regular Employee Sent to Other Offices for Temporary Service-Pay.

Sec. 4. When a regular employee is sent from his office to another office by the Chief Train Dispatcher to work extra, he will be paid two cents per mile going and returning, and one dollar per calendar day for expenses until he returns to his regular position, in addition to his regular pay. In case the office he goes to pays a higher rate than his regular office, he will be paid the higher rate.

Pay While Transfer is Being Made.

Sec. 5. Agents will not be required to lose time while station is being transferred by Auditor.

Pay of Extra Operators at Non-Telegraph or Unscheduled Positions.

Sec. 6. Extra employees relieving at non-telegraph or unscheduled positions will receive not less than the minimum trick telegraph operators' salary on that district and all other provisions of the agreement applicable to exclusive agents will apply.

Employment of Operators Cut Off.

Sec. 7. Employees laid off account reduction of force will have preference according to seniority on the division on which they were employed and will be given employment on other divisions in preference to persons not in the service. If transferred to another division, their age in service shall date from date first employed, but their seniority shall date from time transferred.

Reduction of Extra List.

Sec. 8. When employees working on the extra list do not make an average of fifteen days per month for a period of two consecutive months, the extra list shall, upon application of the local chairman, be reduced until an average of fifteen days per month can be made.

ARTICLE IV.

Promotion.

Section 1. Employees will be regarded as in line of promotion, advancement depending upon faithful discharge of their duties and capacity for increased responsibility, where ability is equal, seniority will have preference.

Accepting Advertised Positions.

Sec. 2. An employee accepting and being assigned to an advertised position will not be eligible to the position vacated by him until same shall have been declined by all employees on that division, or is advertised a second time.

Sec. 3. When positions are abolished or offices closed, the employees affected will be eligible to any position to which their seniority and merit give them the right, provided the position closed has been established twelve months. If the position has been established less than twelve months, all employees affected will be required to return to their former position. Employees closed out will be required to select some other position within thirty

days from the date they are relieved. Offices or positions that have been closed sixty days and reopened will be considered new positions.

Trading Standing.

Sec. 4. Employees will not be permitted to trade their standing, but will be allowed to exchange positions temporarily upon satisfactory reasons being offered therefor, and such exchanges being approved by the Chief Train Dispatcher and General Chairman of the Telegraphers' Committee.

Assignment to Advertised Position.

Sec. 5. An employee is displaced when he is actually relieved by the employee displacing him, and the employee thus displaced has thirty days from the day he is actually relieved in which to select some other position. If a position to which an employee is assigned is closed out before he works the position, the assignment shall be considered null and void. An employee has made his selection when he has notified the proper official of his choice.

ARTICLE V.

Advertising Positions in Dispatcher's Office.

Section 1. When new positions are created or vacancies occur in a dispatcher's office, it will be advertised to employees on that district.

Promotion Dispatchers.

Sec. 2. Train dispatchers will be in line of promotion, their seniority to date from the time they entered the service as train dispatchers.

Sec. 3. The oldest qualified train dispatcher in the service will be given preference in the assignment of tricks on his superintendent's division as vacancies occur, or when forces are reduced.

Dispatchers' Days.

Sec. 4. Eight consecutive hours with necessary time for making transfer will constitute a day's work for train dispatchers.

Dispatchers' Pay for Going Over Road.

Sec. 5. When train dispatchers are required to go over their respective districts, they will receive regular pay and actual expenses.

Overtime Dispatchers.

Sec. 6. Train dispatchers required to work longer than their present regular hours will be paid overtime at rate of 20 per cent above pro rata per hour. Time to be computed as per Section 2, Article VIII.

Operators Working Temporarily as Dispatchers.

Sec. 7. Employees working temporarily as train dispatchers, or in the employment of the telegraphers' organization for a longer period than sixty days will not forfeit their right to their regular position.

ARTICLE VI.

Discipline.

Section 1. Employees will not be reprimanded, suspended or dismissed from the service of the company without just cause. If they consider their punishment unjust, they will have the right to appeal from the decision of the superintendent through the

general superintendent and the superintendent telegraph to the general manager. All grievances to be acted upon promptly after each submission.

Hearing Within Seven Days.

Sec. 2. Employees who may be reprimanded, suspended or dismissed will be given a hearing by the chief train dispatcher, or superintendent, within seven days and will be notified promptly result of investigation. If suspension is made the punishment, it shall date from the date taken off for investigation. In case the employee suspended is found to be innocent, he will be paid for the time lost.

Representation Before Board of Inquiry.

Sec. 3. Employees who are required to appear before the chief train dispatcher, or superintendent for investigation, may, if they desire, select an employee employed on that division, or the general chairman of the Telegraphers' Committee to be present at the investigation.

Mileage Attending Investigations.

Sec. 4. Employees called upon to attend investigations away from their stations will be compensated at per Section 4 of Article III, except employees who are called upon to attend investigations in which they are personally involved, will not be paid if found to be at fault.

Service Letters.

Sec. 5. Employees leaving the service from any cause, will, upon request, be given a service letter stating the time and character of service, specifying the reasons for leaving.

ARTICLE VII.

Number of Employees in Offices.

Section 1. The Railway Company will designate the number of employees to be assigned to each office, making increases and decreases as may be found necessary.

Meal Hour.

Sec. 2. Employees required to work more than eight hours will be granted not less than one hour for meals between the hours of 11:30 a. m. and 1:30 p. m., and 11:30 p. m. and 1:30 a. m. When employees are not excused by 12:30 for meals, they will be allowed one hour's overtime. This does not apply to exclusive agent.

Vacations.

Sec. 3. All employees who are required to work fifteen or more Sundays per year, and have been in the service of the company three years will be allowed fifteen days' vacation annually on full pay. Employees who have been in the service ten years will be allowed twenty days' vacation annually on full pay. When vacation is not taken, pay will be allowed in lieu thereof based on a thirty-day month.

Overtime for Call.

Sec. 4. If an employee is called upon for special service outside of his regular hours he will be allowed ninety (90) cents for the call, and will be paid straight overtime after the first hour.

ARTICLE VIII.

Hours.

Section 1. At offices at which one employe employed, nine hours will constitute a day's work. At offices at which two or more employes are employed eight hours will constitute a day's work. The hours of service named in this agreement will be conclusive.

Overtime.

Sec. 2. Employes kept on duty by proper authority thirty minutes or more over the hours prescribed, will be paid overtime at a rate of 45 cents per hour until relieved, except where pro rate is higher, in which case the higher rate will apply. In computing overtime, less than thirty minutes will not be counted, thirty minutes or less in sixty minutes will be counted one hour.

Overtime Not Allowed Unless Reported Within Forty-eight Hours.

Sec. 3. Overtime will not be allowed unless reported to the chief train dispatcher within forty-eight hours after the service has been performed. Employes will be notified promptly when their overtime is not allowed. Overtime tickets will be furnished upon request.

Pay-Work at Wreck.

Sec. 4. Employes called upon for temporary work in case of accident, away from telegraph office, will receive 45 cents per hour for time called until relieved at headquarters.

Court Attendance.

Sec. 5. Employes for attending court, or while being held from duty to attend court, on behalf of the company, will be paid \$7.00 per calendar day, and will be furnished transportation to and from court. They will pay their own expenses and turn over to the company's representatives the court tickets received from the clerk of the court.

Hours for Tricks.

Sec. 6. At offices where three employes are employed (relieving one another) the standard working hours will be as follows: first trick employe from 7:00 a. m. to 3:00 p. m.; second trick employe from 3:00 p. m. to 11:00 p. m.; third trick employe from 11:00 p. m. until 7:00 a. m. No change will be made in these working hours unless agreeable to all concerned.

Overtime Exclusive Agents.

Sec. 7. For exclusive agents coming under this agreement, overtime will be computed after ten hours.

ARTICLE IX.

Displacing Exclusive Agents.

Section 1. Exclusive agents coming under this agreement, who are not qualified to perform the duties of a telegraph operator will not be subject to nor have the right to displace another employe account of any wages as per article four, section three, except among themselves, and then in accordance with section three of article four.

Exclusive Agents Retain Seniority.

Sec. 2. Employes promoted to positions of exclusive agents, not covered by this agreement, will retain their seniority rights and may accept any advertised position to which their seniority and merit gives them right. If they are closed out or otherwise displaced, they will go on the extra list until a vacancy is advertised to which their seniority gives them right.

ARTICLE X.

Students.

Section 1. Employes in charge of an office will not be responsible for the actions of a student placed in such office by the company, who, however, shall not be retained in such office in case objections which appear to be reasonable are made by the employe.

Sec. 2. No employe will be allowed to teach students in any office of the company without written permission of the chief train dispatcher, and in no case will there be allowed more than one student in an office.

Service Record.

Sec. 3. A service record of all employes will be kept in each chief train dispatcher's office. Employes or their representatives desiring at any time to examine their records will be permitted to do so.

Sec. 4. Seniority lists of employes will be prepared by the superintendent of their divisions during the month of July of each year and a copy furnished the general chairman of the telegraphers' committee.

ARTICLE XI.

Districts.

Section 1. The Cincinnati Division and the Bridge District will be considered as one chief train dispatcher's territory.

Sec. 2. The Lexington and Big Sandy districts are consolidated and will remain consolidated.

Sec. 3. The Huntington Division and the Coal River District are consolidated, effective November 1, 1911.

Sec. 4. The Raleigh & South Western Railway will be considered a part of the New River District.

ARTICLE XII.

Care of Lamps.

Section 1. Where depot hands or porters are furnished, they will be required to handle signal lamps under the supervision of the employe in charge. Where lamp lighters are provided to attend switch and signal lamps, employes covered by this agreement will not be required to take care of the lights outside of office, except in case of emergency. Employes covered by this agreement will not be required to attend switch lights.

Cleaning Floors.

Sec. 2. Labor will be furnished to clean floors and windows of depots under the direction of agents.

Pay for Pumping.

Sec. 3. Employes covered by this agreement who are required to do pumping, will be allowed \$10.00 per month extra compen-

sation for such service, except where already arranged for.

Pay for Keeping Records—Coaling Stations.

Sec. 4. Employees covered by this agreement who have charge of coaling stations will be allowed \$5.00 per month extra compensation for such service, except where already arranged for, and except the following stations where the employees will be paid \$10.00 per month: Scottsville, Fair Ground.

Agreement Covers New Lines.

Sec. 5. This agreement shall apply to all branch lines and extensions operated by The Chesapeake & Ohio Railway Co.

Sec. 6. Seniority rights of men on any newly-acquired lines shall date on the district or division to which they become attached only from date of consolidation. In like manner seniority rights of men on the district adopting such line shall apply on the adopted line only from date of consolidation.

ARTICLE XIII.

Leave of Absence.

Section 1. It is understood that a leave of absence will be granted only when it can be done without detriment to the service.

Sec. 2. A leave of absence will not be granted for a longer period than sixty days to employees who have not been in the service at least three years, except as hereinafter provided: A leave of absence will be granted in case of sickness or injury for a period to cover such sickness or injury. A leave of absence will be granted members of committee representing employees covered by this agreement to cover periods of committee work. A leave of absence may be granted to employees who have been in the service three years or longer to attend college, said leave to cover college term. A leave of absence may be granted for a period of one year to employees who have been in the service five years or more; no second leave will be granted for a longer period than sixty days. Employees who take a leave of absence for a longer period than sixty days, except on account of sickness, injury, or to serve as a committeeman, will forfeit all rights to the position they vacated at the time leave is granted. If he accepts an advertised position during his leave of absence, he must fill the position within thirty days. Employees returning to duty who have forfeited their rights to their regular position will go on extra list until a position becomes vacant to which their seniority and merit gives them the right.

Checking In by Auditor.

Sec. 3. When it is necessary that an agent be checked in by the auditor, they shall notify the chief train dispatcher, or superintendent, five days in advance of the time they desire transfer made, and will receive their regular salary if not checked in on the date indicated or two days before, or two days after. The chief train dispatcher will give the agent two days' notice before the transfer will be made.

ARTICLE XIV.

Annual Passes.

Section 1. Annual system passes will be furnished employees who have been in the

service two years or more, and who have a clear record the previous year.

Transportation of Household Goods and Family.

Sec. 2. Employees moving by order of, or with the approval of the proper official, will be granted transportation for themselves, their families and household goods, if it can be done legally.

ARTICLE XV.

Demotion in Case Incapacitated.

Section 1. If an employee assigned to a position become incapacitated or unable to fill the position, he will be assigned to extra list and will be entitled to any advertised position to which his seniority and merit gives him right.

Accepting Extra List Instead of Regular Position.

Sec. 2. An employee desiring to give up his regular position may do so, but shall be considered the youngest extra man in connection with extra work. In other respects his seniority rights shall be unimpaired.

Term of Agreement.

Sec. 3. No change will be made in these rules, regulations and schedule of wages without thirty days' written notice.

WAGE SCALE.

Peninsula District.

Station and Position.	Rate per Month.
Fort Monroe, agent and operator.....	\$ 90.00
Phoebeus, agent.....	53.00
Hampton, agent.....	100.00
Operator and clerk.....	84.00
Newport News, operator.....	99.00
Old Point Jct., first operator.....	89.00
Second operator.....	89.00
Third operator.....	89.00
Morrison, agent and operator.....	84.00
Oriana, agent and operator.....	84.00
Lee Hall, agent and first operator....	86.00
Second operator and clerk.....	83.00
Williamsburg, agent.....	83.00
Operator and clerk.....	84.00
Norge, agent and first operator.....	87.00
Second operator and clerk.....	83.00
Third operator.....	83.00
Toano, agent and operator.....	88.00
Lanexa, agent	37.00
Walker, agent and operator.....	84.00
Providence Forge, agent and 1st opr.	86.00
Second operator and clerk.....	83.00
Roxbury, agent and operator.....	86.00
Elko, agent and operator.....	84.00
C. B. Cabin, first operator.....	89.00
Second operator.....	89.00
Third operator.....	89.00
R. Cabin, first operator.....	88.00
Second operator.....	88.00
Third operator.....	88.00
C. A. Cabin, first operator.....	88.00
Second operator.....	88.00
Third operator.....	88.00

Piedmont District.

Richmond (DO), first truck dispatcher.....	\$164.00
Second truck dispatcher.....	164.00
Third truck dispatcher	164.00

Station and Position	Rate per Month.
J. N. Cabin, first operator.....	\$101.00
Second operator.....	101.00
Third operator.....	101.00
A. R. Cabin, first operator.....	88.00
Second operator.....	88.00
Third operator.....	88.00
Attee, agent and operator.....	85.00
Hanover, agent and operator.....	101.00
Hewlett, agent and operator.....	84.00
Beaver Dam, agent and operator.....	87.00
Buckner, agent.....	69.00
Frederick Hall, agent and operator.....	90.00
Pendleton, agent.....	53.00
Mineral, agent and operator.....	102.00
Louisa, agent and operator.....	86.00
Trevilian, agent and operator.....	89.00
Gordonville, agent.....	98.00
First dispatcher and operator.....	110.00
Second dispatcher and operator.....	110.00
Third dispatcher and operator.....	110.00
Lindsay, agent and first operator.....	86.00
Second operator and clerk.....	82.00
Third operator.....	82.00
Cobham, agent and operator.....	85.00
Shadwell, operator.....	82.00
Keswick, agent and first operator.....	88.00
Second operator and clerk.....	82.00
Third operator.....	82.00

Rivanna District.

Richmond (Q), manager.....	\$115.00
First operator.....	107.00
Second operator.....	107.00
Third operator.....	107.00
Fourth operator.....	107.00
Fifth operator.....	107.00
Sixth operator.....	107.00
Richmond (DO), first trick dispatcher.....	164.00
Second trick dispatcher.....	164.00
Third trick dispatcher.....	164.00
Operator and clerk.....	98.00
Westham, agent and first operator.....	89.00
Second operator.....	89.00
Third operator.....	89.00
Lorraine, operator.....	83.00
Vinita, agent and operator.....	85.00
Sabot, agent and first operator.....	89.00
Second operator and clerk.....	82.00
Third operator and clerk.....	82.00
Lee, agent and operator.....	85.00
Malden, agent and first operator.....	86.00
Second operator.....	82.00
Third operator.....	82.00
Irwin, agent and operator.....	86.00
Rock Castle, agent and first operator.....	92.00
Second operator and clerk.....	82.00
Third operator and clerk.....	82.00
Pemberton, agent and first operator.....	96.00
Second operator.....	82.00
Third operator.....	82.00
Elk Hill, agent and operator.....	85.00
Columbia, agent.....	91.00
First operator.....	82.00
Second operator.....	82.00
Third operator.....	82.00
Stearnes, agent and operator.....	85.00
Bremo, agent and operator.....	98.00
Strathmore, agent and first operator.....	92.00
Second operator.....	83.00
Third operator.....	83.00
Shores, agent.....	56.00
Hardware, agent and operator.....	85.00
Scottsville, agent and first operator.....	97.00
Second operator and clerk.....	83.00
Third operator and clerk.....	83.00

Station and Position.	Rate per Month.
Warren, agent and first operator.....	\$ 88.00
Second operator.....	82.00
Third operator.....	82.00
Howardsville, agent and operator.....	85.00
Manteo, agent and operator.....	85.00
Warminster, agent and first operator.....	83.00
Second operator and clerk.....	82.00
Third operator and clerk.....	82.00
Wingina, agent and operator.....	85.50
Norwood, agent and first operator.....	85.00
Second operator.....	82.00
Third operator.....	82.00
Greenway, first operator.....	89.00
Second operator.....	89.00
Third operator.....	89.00
Gladstone, agent.....	75.00
First operator.....	90.00
Second operator.....	90.00
Third operator.....	90.00
Rockaway, operator.....	74.00
Troy, agent and operator.....	77.00
Arvonnia, agent and telephoner.....	80.00
Dillwyn, agent and telephoner.....	85.00

James River District.

Riverville, agent and operator.....	\$ 85.00
Walkerford, agent and first operator.....	88.00
Second operator.....	86.00
Third operator.....	86.00
Stapleton, agent and first operator.....	88.00
Second operator and clerk.....	83.00
Third operator and clerk.....	82.00
Joshua Falls, operator.....	83.00
Tyree, agent and first operator.....	88.00
Second operator.....	86.00
Third operator.....	86.00
Lynchburg (ND), first operator.....	92.00
Second operator.....	89.00
Third operator.....	87.00
Southern Ry. Crossing, first operator.....	48.00
Second operator.....	47.00
Third operator.....	47.00
Reusens, agent and operator.....	89.50
Abert, first operator.....	83.00
Second operator.....	83.00
Third operator.....	83.00
Holcomb Rock, agent and operator.....	83.00
Pearch, agent and first operator.....	88.00
Second operator and clerk.....	83.00
Third operator and clerk.....	83.00
Coleman, agent.....	58.00
Vaugh, agent and operator.....	86.00
Big Island, agent and operator.....	95.00
Major, first operator.....	83.00
Second operator.....	83.00
Snowden, agent and operator.....	87.00
Second operator.....	83.00
Balcony Falls, agent.....	98.00
First operator and clerk.....	83.00
Second operator and clerk.....	87.00
Third operator and clerk.....	86.00
Greenlee, agent.....	90.00
A. Y. Cabin, first operator.....	86.00
Second operator.....	86.00
Third operator.....	86.00
Gilmore Mills, agent and operator.....	86.00
Second operator.....	83.00
Indian Rock, agent and first operator.....	93.00
Second operator.....	83.00
Third operator.....	83.00
Buchanan, agent and operator.....	88.00
First operator.....	83.00
Second operator.....	83.00
Third operator.....	83.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Springwood, agent.....	\$ 43.00	Griffith, operator.....	\$ 83.00
Operator.....	33.00	Longdale, agent.....	47.00
Bell, first operator.....	33.00	J. D. Cabin, first operator.....	88.00
Second operator.....	33.00	Second operator.....	88.00
Third operator.....	33.00	Third operator.....	88.00
Eagle Mountain, agent.....	97.00	Clifton Forge, freight agent.....	126.00
First operator.....	88.00	Ticket agent.....	87.00
Second operator.....	87.00	Clifton Forge (DE-Mtn), 1st trk. disp.....	164.00
Third operator.....	86.00	Second trick dispatcher.....	164.00
Gala, agent and operator.....	86.00	Third trick dispatcher.....	164.00
Haden, first operator.....	33.00	Clifton Forge (JR-DE), 1st trk. disp.....	164.00
Second operator.....	33.00	Second trick dispatcher.....	164.00
Glen Wilton, agent.....	92.00	Third trick dispatcher.....	164.00
Operator.....	83.00	Clifton Forge (DE), first operator.....	100.00
Iron Gate, agent.....	93.00	Second operator.....	100.00
First operator.....	86.00	Clifton Forge (F), manager.....	116.00
Second operator.....	86.00	First operator.....	100.00
Third operator.....	86.00	Second operator.....	100.00
Buena Vista, agent.....	115.00	Third operator.....	100.00
Operator and clerk.....	84.00	Fourth operator.....	100.00
Oriskany, agent and operator.....	83.00	Fifth operator.....	100.00
Barbours Creek, agent and operator.....	83.00	A. N. Cabin, first operator.....	88.00
New Castle, agent and operator.....	88.00	Second operator.....	88.00
		Third operator.....	88.00
Mountain District.		Relief agent.....	103.00
Charlottesville, first operator.....	\$ 94.00		
Second operator.....	94.00	Alleghany District.	
Third operator.....	94.00	Clifton Forge (DE), first dispatcher.....	\$164.00
Ivy, agent and first operator.....	89.00	Second dispatcher.....	164.00
Second operator and clerk.....	83.00	Third dispatcher.....	164.00
Third operator and clerk.....	83.00	Lowmoor, agent.....	82.00
Mechums River, agent and operator.....	89.00	First operator.....	87.00
Crozet, agent.....	62.00	Second operator.....	87.00
First operator and clerk.....	83.00	Third operator.....	87.00
Second operator and clerk.....	83.00	Steele, first operator.....	85.00
Greenwood, agent and first operator.....	89.00	Second operator.....	85.00
Second operator and clerk.....	83.00	Third operator.....	85.00
Third operator and clerk.....	83.00	C. D. Cabin, first operator.....	87.00
Afton, agent.....	54.00	Second operator.....	87.00
First operator and clerk.....	83.00	Third operator.....	86.00
Second operator and clerk.....	83.00	Covington, agent.....	135.00
Basic, agent.....	115.00	B. S. Cabin, first operator.....	85.00
First operator and clerk.....	89.00	Second operator.....	85.00
Second operator and clerk.....	88.00	Third operator.....	85.00
Third operator and clerk.....	88.00	Callaghan, agent.....	40.00
Waynesboro, agent.....	100.00	Moss Run, first operator.....	85.00
Operator and clerk.....	85.00	Second operator.....	85.00
Fisherville, agent and first operator.....	92.00	Third operator.....	85.00
Second operator.....	88.00	Jerrys Run, first operator.....	90.00
Staunton, freight agent.....	126.00	Second operator.....	90.00
First operator.....	88.00	Third operator.....	90.00
Second operator.....	88.00	East Alleghany, first operator.....	90.00
Third operator.....	88.00	Second operator.....	90.00
Lagrange, operator.....	83.00	Third operator.....	90.00
Swoope, agent and operator.....	89.00	Alleghany, agent.....	78.00
Christian, agent and operator.....	89.00	Alleghany (A), first operator.....	93.00
North Mountain, first operator.....	86.00	Second operator.....	93.00
Second operator.....	86.00	Third operator.....	93.00
Third operator.....	86.00	White Sulphur, first operator.....	89.00
Augusta Springs, agent and operator.....	89.00	Second operator.....	89.00
Fordwick, agent.....	104.00	Third operator.....	89.00
Craigsville, agent and first operator.....	95.00	Whitcomb, first operator.....	88.00
Second operator.....	87.00	Second operator.....	88.00
Third operator.....	87.00	Third operator.....	85.00
Bells Valley, agent and operator.....	87.00	Ronceverte, agent.....	80.00
Goshen, agent.....	95.00	W. R. Cabin, first operator.....	90.00
First operator and clerk.....	86.00	Second operator.....	90.00
Second operator and clerk.....	85.00	Third operator.....	90.00
Hotchkiss, agent and operator.....	89.00	F. S. Cabin, first operator.....	87.00
Millboro, agent.....	92.00	Second operator.....	87.00
First operator and clerk.....	86.00	Third operator.....	87.00
Second operator and clerk.....	86.00	Fort Spring, agent.....	74.00
Third operator and clerk.....	86.00	Alderson, agent.....	73.00
Crane, first operator.....	83.00		
Second operator.....	83.00		

Station and Position.	Rate per Month.
A. D. Cabin, first operator.....	\$ 86.00
Second operator.....	86.00
Third operator.....	86.00
Pence Spring, agent.....	79.00
Lowell, agent.....	66.00
Talcott, agent.....	78.50
Big Bend, first operator.....	90.00
Second operator.....	90.00
Third operator.....	90.00
Hilldale, agent and first operator.....	90.00
Second operator and clerk.....	90.00
Third operator and clerk.....	90.00
M. X. Cabin, first operator.....	93.00
Second operator.....	93.00
Third operator.....	93.00
Hot Springs, dispatcher and operator.....	90.00
Relief agent.....	103.00

Greenbrier Division.

Ronceverte, dispatcher.....	\$122.00
North Caldwell, agent.....	69.00
Anthony, agent and operator.....	81.00
Spring Creek, agent.....	69.00
Renick, agent and operator.....	84.00
Beard, agent and operator.....	82.00
Seebert, agent and operator.....	83.00
Marlinton, agent.....	78.00
Operator and clerk.....	88.00
Clover Lick, agent and operator.....	82.00
Sittington, agent.....	60.00
Cass, agent and operator.....	85.00
Hosterman, agent.....	37.00
Raywood, agent and operator.....	82.00
Durbin, agent.....	44.00
Operator and clerk.....	44.00
Bartow, agent.....	73.00
Winterburn, agent and operator.....	84.00

New River District.

Hinton (H), first dispatcher.....	\$164.00
Second dispatcher.....	164.00
Third dispatcher.....	164.00
Hinton (HX), manager and first opr.....	108.00
Second operator.....	98.00
Third operator.....	98.00
Agent.....	114.00
C. W. Cabin, first operator.....	86.00
Second operator.....	86.00
Third operator.....	86.00
Brooks, first operator.....	85.00
Second operator.....	85.00
Third operator.....	85.00
Sandstone, agent.....	65.75
Meadow Creek, agent.....	88.00
First operator.....	90.00
Second operator.....	88.00
Third operator.....	84.50
Quinnimont, agent.....	90.60
First operator.....	90.00
Second operator.....	90.00
Third operator.....	90.00
Prince, agent.....	87.00
First operator.....	89.00
Second operator.....	89.00
Third operator.....	89.00
X. N. Cabin, first operator.....	86.00
Second operator.....	86.00
Third operator.....	86.00
C. S. Cabin, first operator.....	85.00
Second operator.....	85.00
Third operator.....	85.00
Thurmond, first operator and disp.....	132.00
Second operator and dispatcher.....	132.00
Third operator and dispatcher.....	132.00

Station and Position.	Rate per Month.
Fire Creek, agent.....	\$ 85.00
Sewell, agent.....	79.00
First operator.....	87.00
Second operator.....	87.00
Third operator.....	87.00
Nuttall, agent.....	92.00
Fayette, assistant agent and operator.....	84.00
South Fayette, agent.....	85.00
Hawks Nest, agent telephoner.....	91.00
Cotton Hill, agent.....	*62.00
First operator.....	86.00
Second operator.....	86.00
Third operator.....	86.00
Gauley, agent.....	113.00
First operator.....	89.00
Second operator.....	89.00
Third operator.....	89.00
Kanawha Falls, agent.....	46.00
Deepwater, agent.....	54.00
First operator.....	85.00
Second operator.....	85.00
Third operator.....	85.00
Mt. Carbon, agent.....	83.50
Montgomery, agent.....	85.00
Operator and clerk.....	92.50
Dorsey, operator.....	85.00
Raleigh, first dispatcher and operator.....	116.00
Second dispatcher and operator.....	116.00
Third dispatcher and operator.....	116.00
Agent.....	89.00
Mabscott, agent.....	82.50
Eccles, agent.....	82.50
Surveyor, agent and operator.....	83.00
Lester, agent and operator.....	83.00
Beckley, agent.....	82.00
Operator and clerk.....	85.00
Beckley Junction, agent and operator.....	86.00
Operator and clerk.....	86.00
Harvey, operator and clerk.....	85.00
Glen Jean, agent.....	85.00
White Oak Jct., operator and clerk.....	85.00
Derrydale, agent.....	42.50
Macdonald, agent.....	86.00
Operator clerk.....	85.00
Scarbro, agent.....	78.00
Ansted, agent and operator.....	93.00
Belva, agent.....	56.00

Kanawha District.

Handley, agent.....	\$ 80.00
First operator.....	90.00
Second operator.....	90.00
Third operator.....	90.00
Paint Creek Jct., agent and operator.....	96.00
East Bank, agent.....	68.00
Cabin Creek Jct., first operator.....	86.00
Second operator.....	86.00
Third operator.....	86.00
Winifrede Jct., agent.....	90.00
Marmet, agent.....	78.00
Operator.....	86.00
South Ruffner, first operator.....	86.00
Second operator.....	86.00
Third operator.....	86.00
Spring Hill, agent and operator.....	86.00
St. Albans, agent.....	90.00
First dispatcher and operator.....	110.00
Second dispatcher and operator.....	110.00
Third dispatcher and operator.....	110.00
Scott, agent and first operator.....	86.00
Second operator and clerk.....	86.00
Third operator and clerk.....	86.00
Hurricane, agent.....	72.00
First operator and clerk.....	86.00
Second operator and clerk.....	86.00
Third operator and clerk.....	86.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Milton (MF), agent and operator.....	\$ 90.00	Chapmanville, agent and operator....	\$ 86.00
Milton (MI), first operator.....	86.00	Pecks Mill, agent and first operator..	86.00
Second operator.....	86.00	Second operator.....	86.00
Third operator.....	86.00	Third operator.....	86.00
Ona, agent.....	45.00	Peach Creek, first dispatcher and opr.	120.00
Barboursville, agent.....	90.00	Second dispatcher and operator....	120.00
First operator.....	86.00	Third dispatcher and operator....	120.00
Second operator.....	86.00	Logan, agent.....	94.00
Third operator.....	86.00	Holden, agent and operator.....	78.00
Guyandotte, agent.....	62.00	Man, agent.....	73.00
D. K. Cabin, first operator.....	86.00	Accoville, agent.....	73.00
Second operator.....	86.00	Craneco, agent.....	73.00
Third operator.....	86.00		
Huntington (UN), first dispatcher....	164.00		
Second dispatcher.....	164.00		
Third dispatcher.....	164.00		
Huntington (HU), mgr. and 1st opr..	100.00		
Second operator.....	95.00		
Third operator.....	95.00		
Fourth operator.....	95.00		
West Huntington, agent.....	92.00		
K. V. Cabin, first operator.....	93.00		
Second operator.....	93.00		
Third operator.....	93.00		
Big Sandy Jct., first operator.....	86.00		
Second operator.....	86.00		
Third operator.....	86.00		
Catlettsburg, agent.....	130.00		
Clyfdeside, first operator.....	86.00		
Second operator.....	86.00		
Third operator.....	86.00		

Cabin Creek Branch.

Cane Fork, first dispatcher and opr..	\$125.00
Second dispatcher and operator....	125.00
Third dispatcher and operator....	125.00
Decota, agent and operator.....	83.00
Kayford, agent and operator.....	83.00
Colcord, agent and operator.....	83.00

Coal River District.

Alum Creek, agent and telephoner....	\$ 66.00
MacCorkle, agent and telephoner....	78.00
Altman, agent and telephoner.....	66.00
Danville, agent and telephoner.....	66.00
Madison, agent and telephoner.....	78.00
Clothier, agent and telephoner.....	78.00
Blair, agent and telephoner.....	66.00
Brounland, agent and telephoner....	81.00
Peytonia, agent and telephoner.....	75.00
Seth, agent.....	66.00

GUYANDOT DIVISION.

Huntington (UN), first dispatcher....	\$148.00
Second dispatcher.....	148.00
Third dispatcher.....	148.00
Clover Valley, first operator.....	86.00
Second operator.....	86.00
Third operator.....	86.00
West Hamlin, agent and first operator	90.00
Second operator.....	86.00
Third operator.....	86.00
Branchland, agent and operator.....	86.00
Midkiff, agent and operator.....	86.00
Ranger, agent and first operator....	86.00
Second operator.....	86.00
Third operator.....	86.00
Gill, agent and operator.....	58.00
Harts, first operator.....	86.00
Second operator.....	86.00
Big Creek, agent and first operator..	86.00
Second operator.....	86.00
Third operator.....	86.00

BIG SANDY DIVISION.

Huntington (UN), first dispatcher....	\$150.00
Second dispatcher.....	150.00
Third dispatcher.....	150.00
Lockwood, agent and first operator..	82.00
Second operator.....	82.00
Third operator.....	82.00
Fullers, agent.....	35.00
Louisa, agent.....	78.00
Operator and clerk.....	84.00
Chapman, agent and first operator....	82.50
Second operator.....	82.00
Third operator.....	82.00
Richardson, agent and operator.....	83.00
Second operator.....	82.00
Peach Orchard, agent.....	62.00
White House, agent and operator....	83.00
Offut, agent.....	63.00
Paintsville, agent.....	70.00
First operator and clerk.....	85.25
Second operator.....	85.00
Third operator.....	85.00
Van Lear Jct., agent and operator....	81.50
Auxier, agent and operator.....	81.00
Prestonburg, agent.....	80.50
First operator and clerk.....	84.00
Second operator and clerk.....	83.00
Beaver Creek, agent.....	65.00
Operator.....	83.00
Harold, agent and operator.....	85.50
Pikeville, agent.....	73.00
Operator and clerk.....	86.00
Shelby, agent.....	98.00
First operator.....	84.50
Second operator.....	84.50
Third operator.....	84.50
The Forks, agent.....	55.00
Marrowbone, agent and operator....	83.00
Elkhorn City, agent and operator....	94.00
Hellier, agent and operator.....	75.00
Dinwood, agent.....	68.00
Lackey, agent.....	68.00
Wayland, agent and operator.....	79.00

Lexington District.

Ashland "DS", first dispatcher.....	\$164.00
Second dispatcher.....	164.00
Third dispatcher.....	164.00
Ashland "CV", ticket agent and opr.	112.50
Ashland "AU", first operator.....	100.00
Second operator.....	97.00
Ashland Jct., first operator.....	93.00
Second operator.....	93.00
Third operator.....	93.00
Kilgore, agent and first operator....	92.00
Second operator.....	84.00
Third operator.....	84.00
Denton, agent and operator.....	88.00
Hitchens, agent.....	91.00
Operator and clerk.....	83.00
Leon, agent.....	63.00

Station and Position.	Rate per Month.
en, agent and first operator.....	\$ 85.00
Second operator	84.00
Third operator	84.00
ve Hill, agent.....	90.00
First operator	85.00
Second operator	84.00
Third operator	84.00
terprise, agent and operator.....	83.00
lder, agent and operator	85.50
rothead, agent	88.00
First operator and clerk.....	85.00
Second operator and clerk.....	84.00
rmer, agent and operator.....	93.00
oland, agent and operator.....	83.00
lt Lick, agent and operator.....	95.00
ympla, agent and operator.....	91.00
eston, agent and operator.....	91.00
Sterling, agent	122.00
First operator and clerk.....	87.00
Second operator and clerk.....	84.00
Third operator and clerk.....	84.00
& E. Jct., agent and operator.....	88.00
inchester, first operator and clerk..	90.00
Second operator and clerk.....	88.00
Third operator and clerk.....	88.00
ne Grove, agent and operator.....	84.50
therlands, first operator.....	89.00
Second operator	89.00
Third operator	89.00

CINCINNATI DIVISION

hland "U", first dispatcher.....	\$164.00
Second dispatcher	164.00
Third dispatcher	164.00
ssell "DT", operator and clerk....	88.00
ssell "RU", first operator.....	90.00
Second operator	90.00
Third operator	90.00
S. Cabin, first operator.....	90.00
Second operator	90.00
Third operator	90.00
verton, agent and first operator...	93.00
Second operator and clerk.....	85.00
Third operator and clerk.....	85.00
eenup, agent and operator.....	95.00
G. Cabin, first operator.....	85.00
Second operator	85.00
Third operator	85.00
meville, agent	55.00
uth Portsmouth, agent	152.00
Operator and ticket clerk.....	94.00
N. Cabin, first operator.....	86.00
Second operator	86.00
Third operator	85.00
incy, agent	72.00
urison, agent	95.00
Day operator	87.00
unceburg, agent	95.00
First operator	85.00
Second operator	85.00
Third operator	85.00
rrs, agent	57.00
ncord, agent	72.00
O. Cabin, first operator.....	85.00
Second operator	85.00
Third operator	85.00
inchester, agent	95.00
ringdale, agent	57.00
ysville, agent	140.00
First operator and clerk.....	94.00
Second operator and clerk.....	94.00
Third operator and clerk.....	94.00
uth Ripley, agent.....	93.00
ver, agent and operator.....	85.00

Station and Position.	Rate per Month.
Augusta, agent.....	\$ 95.00
Operator and clerk.....	85.00
Wellsburg, agent	93.00
W. G. Cabin, first operator.....	85.00
Second operator	85.00
Third operator	85.00
Foster, agent	72.00
Mentor, agent	53.00
D. N. Cabin, first operator.....	85.00
Second operator	85.00
Third operator	85.00
New Richmond, agent.....	103.00
Ross, agent	58.00
C. S. Cabin, first operator.....	90.00
Second operator	90.00
Third operator	90.00
Silver Grove, agent.....	58.00
Brent, agent	86.00
Dayton, agent	91.00
Newport, first operator	96.00
Second operator	96.00
Third operator.....	96.00
Covington "DI", first operator.....	96.00
Second operator	96.00
Third operator	96.00
Ticket agent	98.00
Cincinnati "MD", first operator....	96.00
Second operator	96.00
Third operator	96.00
Cincinnati "CX", ticket agt. and opr.	95.00
Relief agent	103.00

C. & O. of Indiana.

Boston (DS), first dispatcher	\$148.00
Second dispatcher.....	148.00
Third dispatcher.....	148.00
Peru "Z", first dispatcher.....	148.00
Second dispatcher	148.00
Third dispatcher.....	148.00
Brighton, first operator.....	76.00
Second operator	76.00
Third operator.....	76.00
Summit, first operator.....	85.00
Second operator.....	85.00
Third operator.....	85.00
Miami, agent and operator.....	76.00
Fernald, agent and first operator....	76.00
Second operator.....	76.00
Third operator.....	76.00
Shandon, agent and operator.....	76.00
Okeana, agent and operator.....	76.00
Peoria, agent and first operator.....	78.00
Second operator	77.00
Third operator	77.00
Bath, agent and operator.....	76.00
Cottage Grove, agent.....	58.00
Kitchell, agent and operator.....	76.00
Richmond, first operator.....	77.00
Second operator.....	77.00
Third operator.....	77.00
Williamsburg, agent and first operator	76.00
Second operator.....	76.00
Third operator.....	76.00
Economy, agent and first operator...	80.00
Second operator.....	76.00
Losantville, agent	75.00
First operator.....	77.00
Second operator.....	77.00
Third operator.....	77.00
Blountsville, agent and operator....	77.00
Muncie, first operator.....	87.00
Second operator.....	87.00
Third operator	87.00
Gaston, agent and operator.....	80.00

Station and Position.	Rate per Month.
Fowlerton, agent.....	\$ 74.00
First operator	77.00
Second operator	77.00
Third operator.....	77.00
Jonesboro, agent and operator.....	80.00
Marion, first operator.....	77.00
Second operator.....	77.00
Third operator.....	77.00
Swetser, agent and operator.....	76.00
Converse, agent and first operator...	80.00
Second operator.....	76.00
Third operator.....	76.00
Amboy, agent and operator.....	76.00
Santa Fe, agent and operator.....	76.00
Peru, ticket agent and operator.....	98.00
Peru "Z", operator	85.00
Peru "OX", first operator.....	85.00
Second operator.....	85.00
Third operator.....	85.00
Twelve Mile, agent and operator.....	76.00
Fulton, agent and operator.....	78.00
Kewanna, agent	79.00
Beardstown, agent and operator.....	76.00
North Judson, agent and first opr....	80.00
Second operator	77.00
Third operator.....	77.00
Malden, agent and operator.....	76.00
LaCrosse, agent and operator.....	85.00
Beatrice, first operator.....	76.00
Second operator.....	76.00
Merrillville, agent and operator.....	76.00
H. Y. Tower, operator.....	89.00
Chicago "KD", operator.....	90.00
Relief agent	103.00

J. P. STEVENS, General Manager.

L. E. HICKS, Gen. Chairman, O. R. T.

Cincinnati, O., July 19, 1917.

Mr. L. E. Hicks, General Chairman, O. R. T., Craigsville, Va.

~Dear Sir:—This letter is written in connection with new schedule, which is effective July 1, 1917, and supersedes all previous memorandum agreements.

1. Operators will not be required to call track forces or train crews except in cases of emergencies.

2. Dispatchers will be relieved of unnecessary clerical work and in no case will they be required to do clerical work which interferes with the handling of trains.

3. In selecting agents for agencies not in the wage schedule, agents and operators will, merit and qualifications being equal, be given first consideration in filling such positions. It is understood that in filling these vacancies that the local chairman will be consulted before the appointments are made.

4. It shall be the policy of the company to issue system passes to wives of employes becoming ten years in service between January 1st and June 30th. Operators becoming two years in the service between January 1st and January 31st will receive annual system passes for that year.

Superintendents will be authorized to issue telegraph passes in cases of emergencies.

The present policy of issuing passes to wives of operators living at isolated points will be continued.

Passes will be issued to operators seeking employment if properly vouched for by our employes.

Superintendents are authorized to grant freight train permits to employes when necessary to attend organization meetings and to return from such meetings; also to employes going to and from their work of completion of their jobs, or on Saturdays and Sundays.

General and divisional chairman's passes will be stamped "Good on Parlor Cars", and general chairman's pass will be stamped "Good on Freight Trains". The passes of local chairman to be stamped "Good on Freight Trains", but restricted to territory which he represents. Pullman annual pass will be requested for the general chairman.

5. Where an operator lives at an isolated point, his family supplies will be handled free in baggage cars to and from nearest point where same can be secured.

6. It is not the disposition of the railway company to displace operators by having trainmen or other employes operate the telephone for the handling or blocking of trains, except in bona fide cases of emergencies. This does not refer to the operation of branch lines where train crews handle their own train orders, nor to telephones heretofore used for clearing their trains to operators, nor to the telephones at Backbone and Mud Tunnel, which are intended for the releasing of trains in case of signal failures.

Dispatchers will be instructed that employes other than telegraph operators, telephoners and signalmen will not be permitted to use the dispatcher's phone except upon authority of the train dispatcher, and the dispatchers will not authorize such use except in bona fide cases of emergency.

7. Under Article II. it has been ruled that where a position has been closed to except sixty days it will be considered a new position and will be paid the average of that district.

In arriving at the average rate for each district, exclusive agents listed in the schedule will be considered as one class, agent and operator another class, and operators still another class. Operator and clerk will be considered in the same class as an operator.

In arriving at the average salary for each district, if there is anything under fifty cents, the rate will go back to the lower dollar, and if there is anything fifty cents or over the rate will go to the higher dollar.

8. Agents at forwarding points will be allowed 10 per cent commission for handling milk.

9. If a telegrapher completes his three or ten years in service between January 1st and June 30th of any year, he will be given his leave of absence for that year, as per Article VII., Section 3.

If he completes his three or ten years in service, July 1st and December 31st, he will not be allowed leave of absence until after January 1st following.

It is ruled that exclusive agents who are non-telegraphers, are entitled to leave of absence as per Section 3 of Article VII., the same as telegraphers.

Yours truly,

(Signed) J. P. STEVENS,
General Manager.

Chicago & Alton Railroad Company

The following rules and rates of pay will govern the employes of this department effective January 1, 1918:

RULE I.

All telegraph operators, telephone operators, stations agents, and levermen specified in this schedule will be considered "Telegraphers."

No employe other than covered by this schedule and train dispatchers will be permitted to handle train orders at telegraph or telephone offices where an operator is employed and is available or can be promptly located. Except in an emergency, in which case the telegrapher will be paid for the call.

RULE II.

At offices where but one telegrapher is employed, ten (10) consecutive hours, including meal hour, will constitute a day's work, commencing between 6:00 and 8:00 a. m., or between 6:00 and 8:00 p. m.

Where two or more telegraphers are employed, eight (8) consecutive hours will constitute a day's work, provided:

Where agent and one operator do the telegraphing, eight (8) consecutive hours will constitute a day's work.

Where agent's duties do not of necessity include telegraphing, ten (10) consecutive hours, including meal hour, will constitute a day's work.

Telegraphers employed at Chicago GO and DR, Bloomington B, Roodhouse RO, Kansas City DV, and St. Louis GA, eight (8) consecutive hours, will constitute a day's work.

Telegraphers employed at Joliet PD, Peoria WC, East St. Louis A Y, nine (9) consecutive hours, including meal hour, will constitute a day's work.

The exceptions to this rule will be points as shown in the Schedule of Wages.

RULE III.

Overtime will be paid for pro rata, but in no case less than forty (40) cents per hour; in GO office Chicago, B office Bloomington, RO office Roodhouse, and DV office Kansas City, fifty (50) cents per hour. In computing overtime, less than thirty (30) minutes will not be counted; thirty (30) minutes and less than sixty (60) minutes will be counted one (1) hour.

RULE IV.

Telegraphers whose working hours are more than nine (9) hours per day, will be allowed sixty (60) consecutive minutes between 11:30 and 1:30 o'clock, day or night, for meal. Should less than one (1) hour be given, the telegrapher will be excused for thirty minutes at the first opportunity, and be allowed one (1) hour overtime, as per Rule III. Telegraphers working less than nine (9) hours per day will be allowed time off for meals when convenient to do so.

RULE V.

If a telegrapher is called after office hours, he shall receive sixty-five (65) cents for the

call; if kept on duty more than sixty (60) minutes, he shall be allowed overtime thereafter, as per Rule III.

RULE VI.

Telegraphers assigned to meet a regular train within one (1) hour after expiration of assigned hours, will receive forty (40) cents; if later than one (1) hour, it will be considered a call and paid for as per Rule V.

Telegraphers required to double will be paid at overtime rate.

RULE VII.

Telegraphers required to remain on duty after their regular office hours, will be given an official order in writing as authority, and excused in the same manner.

RULE VIII.

Overtime will not be allowed unless overtime tickets are mailed to the superintendent within twenty-four (24) hours after the service has been performed. If for any reason the claim for overtime is not allowed, the telegrapher will be so notified in writing within ten (10) days, setting forth reasons why.

RULE IX.

In the General Relay Offices, Chicago and Bloomington, the manager of the office will designate the overtime operators shall work, and will record and report the overtime to the superintendent of telegraph.

Telegraphers desiring to be transferred from one superintendent's division to another, may do so, retaining one-half their seniority and going to the extra list.

RULE X.

Telegraphers will be regarded in line of promotion, advancement depending upon faithful discharge of duty and capacity for increased responsibility. Where these are sufficient, seniority will have preference.

Vacancies will be bulletined, showing salaries, and will be mailed to all offices on the superintendent's division where they occur on the first and fifteenth of each month, and will be filled within twenty-five (25) days. Assignments on previous bulletin will be shown.

It will be understood that a telegrapher on any division may bid in a position in the general or division offices as follows: GO Chicago, B Bloomington, RO Roodhouse, and office seniority will apply.

When a telegrapher is transferred, and after a fair trial is found to be incompetent to fill the position to which he is assigned, he shall then be transferred to the extra list, but will retain his seniority rights.

When a position is abolished or force reduced, the youngest telegrapher in the office affected shall be transferred to the extra list, but will retain his seniority rights, and will have the right to displace the youngest regular assigned man on the division, if seniority will permit.

In filling temporary vacancies known to be of thirty (30) days or more duration, the

oldest competent extra telegrapher available will be given preference.

When new positions are created, compensation will be arranged in conformity with positions of the same class shown in this schedule.

Telegraphers covered by this agreement, entering the service of the company, or the Order of Railroad Telegraphers, in official capacity or otherwise, and assigned to service with the company, will retain their seniority.

A seniority list of all telegraphers will be furnished the general chairman of the Telegraphers' Committee by the superintendents, in January of each year.

RULE XI.

A telegrapher will not be disciplined or discharged before being given a hearing. Should a telegrapher be dissatisfied with the decision he shall have the right within ten (10) days to refer the case, with written statement, to the next higher officer, and same will be investigated within ten (10) days of such notice with the aggrieved telegrapher and any other telegrapher of his choice present. Appeal may be successively taken to the general manager. In case punishment is inflicted and found to be unjust, the telegrapher shall, if suspended or dismissed, be reinstated and paid for all time lost. No appeal shall be allowed unless made within the time prescribed in this article.

All service cards, letters of recommendation, and other papers, furnished by a telegrapher making application for employment shall be returned to him within thirty (30) days after the approval of such application.

A telegrapher leaving the service, who has been an employe for sixty (60) days or more, will be given a letter, stating time and character of service and cause for leaving.

RULE XII.

Telegraphers performing duties at wrecks, washouts, slides, snow blockades, or similar emergency offices, will receive a minimum of two dollars and seventy-five cents (\$2.75) per day of eight (8) hours or less, and overtime at regular overtime rates.

RULE XIII.

Telegraphers will not be required to clean local batteries at stations where more than ten (10) cells are in use, and will not clean main line batteries.

RULE XIV.

Telegraphers will not be required to scrub floors, wash windows, or clean outside buildings, but will see that their station is kept neat and clean.

At stations where section men reside, or porters or helpers are employed, telegraphers will not be required to attend switch lights, but they will see that lights are kept burning.

At stations and interlocking plants where telegraphers, except straight levermen, are required to take care of switch and interlocking lights, they will be allowed one

dollar (\$1.00) per month for each light, with maximum of four (4) lights; for each additional lamp fifty (50) cents per month.

Telegraphers required to handle pumps will be allowed ten dollars (\$10.00) per month extra compensation.

Telegraphers will not be required to sweep stations where helpers are employed.

Should commissions be discontinued, causing loss in compensation, adjustment of salaries affected will be made.

RULE XV.

Telegraphers attending court at request of the company shall be allowed net compensation which would have been earned by them at their station, with necessary expense when away from home.

Regular telegraphers transferred by order of the company or to accept bulletined positions, will be furnished free transportation for themselves and families and household goods and will suffer no loss of time. When auditor's check is necessary, both incoming and outgoing telegrapher will be paid regular salary for the day check is made.

Telegraphers relieved by their own request, when auditor's check is necessary, the outgoing and incoming telegrapher will each be paid for day of first check; on return transfer the outgoing telegrapher only will be paid for day of check.

Regular assigned telegraphers, when required to perform relief or emergency work away from home town, will be allowed one dollar per day for expenses when away from their regular assigned stations, and in no case will they suffer reduction in their regular compensation.

RULE XVI.

Telegraphers who have been in the service of the company for three (3) or more years, and who have not to exceed twenty (20) demerits, will be given annual transportation, and for their wives, when in the service of the company ten (10) or more years.

RULE XVII.

Telegraphers will be excused from Sunday service whenever possible without detriment to the service.

Telegraphers in offices under the jurisdiction of the superintendent of telegraph and in "DV" office, Kansas City, required to work on a Sunday or a holiday, will be paid pro-rata for all Sunday and holiday work. All such work to be consecutive. Holidays referred to are New Year's Day, Decoration Day, July 4th, Labor Day, Thanksgiving and Christmas.

Telegraphers in offices other than those covered by paragraph 2, required to work on Sunday, will be allowed extra pay pro-rata on the basis of the daily rate being 1/26 of the monthly rate with a minimum of one hour for each time required to report within the assigned Sunday hours. Assigned Sunday hours to be within the spread of the week day assignment, and arranged not to exceed two periods within such spread. For all service outside of regular assigned hours, overtime rules will apply.

RULE XVIII.

Telegraphers ten years or more in the service of the company will be allowed ten days' vacation with pay.

Telegraphers working ten (10) hours or more, also telegraphers in GO Chicago, Bloomington, SG Springfield, RO Roodhouse, A St. Louis, and DV Kansas City offices and in the service five (5) years or more will be allowed fifteen (15) days' vacation with pay.

Vacations to be granted between March 1 and November 1 or in lieu thereof additional compensation at their regular rates of pay.

RULE XIX.

Leave of absence will not be granted for more than 90 days, except in cases of sickness, injury or to employees serving on committee business.

In such cases, where leave for 90 days or more is granted, positions will be bulletined and filled in accordance with Rule X, provided that:—

Telegraphers who have been in the service of the company five (5) or more years will, upon request, be granted one (1) year leave of absence, retaining their seniority, and will go to the extra list.

Telegraphers in the service of the company fifteen (15) years or more may upon request be granted one (1) year leave of absence, retaining their position for one (1) year.

RULE XX.

Commencing time for three-trick offices will be between the hours of 7 a. m. and 8 m.

Thirty minutes' time will be allowed to men offices and get ready for train when necessary.

RULE XXI.

At any office where the U. S. Mail is exclusive or, for any other reason, a telegrapher considers himself overworked and complaint is made to the proper official, a prompt investigation will be held at that station at which he may have a co-employee of his choice present and, if the complaint is well founded, relief will be granted. The present schedule covering rules and rates of pay, as herein amended, constitute their entirety the agreement between the company and its telegraphers, and shall not hereafter be changed unless by mutual agreement, or thirty (30) days' notice has been served by either party on the other. A copy of the schedule will be supplied to each employee covered by the same.

A. P. TITUS,
General Manager.

for the Telegraphers:
E. E. GENTZ,
General Chairman.

KEY.

- A.—Agent.
A. O.—Agent-operator.
T. A. O.—Ticket agent-operator.
F. A.—Freight agent.
M.—Manager.
M. O.—Manager-operator.
O.—Operator.
O. C.—Operator-clerk.

L.—Leverman.

O. L.—Operator-leverman.

S. W. C. O.—Second wire chief-operator.

T. W. C. O.—Third wire chief-operator.

O. W. C.—Operator-wire chief.

* 12 hours.

WAGE SCALE.

Station, Call and Position.	Rate per Month.	Commission.
Chicago (GO), M.	\$130.00	.....
O.	108.00	.....
O.	108.00	.....
O.	108.00	.....
Bloomington (B), M. O. ..	135.00	.....
S. W. C. O.	115.00	.....
T. W. C. O.	110.00	.....
O. W. C.	103.00	.....
O. W. C.	103.00	.....
O. W. C.	103.00	.....
Roodhouse (RO), M. O., 1st	100.00	WU
O., 2nd	94.00	.....
O., 3rd	92.00	.....
Springfield (SG-JA)—		
M. O., 1st....	97.00	.....
O., 2nd	93.00	.....
O., 3rd	91.00	.....
St. Louis (GA), O.	95.00	.....
Kansas City (GS), O.	84.75	.....
Chicago Frt. O. (DR), O. C.	92.75	.....

Northern Division.

Bridgeport Bridge, O. L....	\$ 99.50	.....
O. L.	99.50	.....
O. L.	99.50	.....
Corwith, O. L.	85.00	.....
O. L.	85.00	.....
O. L.	85.00	.....
Glenn Yard (G), O. C., 1st	88.00	.....
O. C., 2nd	88.00	.....
O. C., 3rd	88.00	.....
Summit, A. O.	70.00	Ex-WU
Argo, A. O.	113.00	.....
Willow Springs, A. O.	77.25	Ex-WU
Lambert, A. O.	77.25	Ex-WU
O. C.	77.75	.....
Lemont, A. O.	82.25	Ex
O. C.	77.75	WU
Lockport, A. O.	82.25	Ex
O. C.	77.75	WU
Joliet (PD), O. C.	84.75	.....
S. Joliet, O. L., 1st	88.75	.....
O. L., 2nd	83.75	.....
O. L., 3rd	83.75	.....
Elwood, A. O.	77.25	Ex-WU
Wilmington, A. O.	100.00	WU
Braidwood, A. O.	87.25	Ex-WU
Braceville, A. O.	72.75	Ex-WU
Coal City, A. O.	82.75	WU
Mazonia, O. L., 1st	87.75	.....
O. L., 2nd	82.75	.....
O. L., 3rd	82.75	.....
Gardner Tower (joint), L....	*37.00	.....
Gardner, A. O.	77.25	Ex-WU
Dwight Tower, O. L., 1st..	82.25	.....
O. L., 2nd	82.25	.....
O. L., 3rd	82.25	.....
Dwight, A.	113.00	.....
O. C., 1st	87.75	.....
O. C., 2nd	82.75	.....
O. C., 3rd	82.25	.....
Odell, A. O.	75.75	Ex
O. C.	77.75	WU
Cayuga, A. O.	72.75	Ex-WU
Pontiac Tower, L., 1st....	*97.00	.....
L., 2nd	*72.00	.....

Rate per			Rutland-Granville.		
Station, Call and Position.	Month.	Com- mission.	Station, Call and Position.	Rate per Month.	Com- mission.
Pontiac, A.	\$113.00	.....	Toluca, A. O.	\$ 92.50	Exp.
O. C., 1st	87.75	.....	Magnolia, A. O.	74.50	Ex-WU
O. C., 2nd	80.75	.....	McNabb, A. O.	69.75	Ex
O. C., 3rd	80.75	.....	McNabb Tower, L.	*60.00	.....
Ocoya, A. O.	72.75	Ex-WU	Granville, A. O.	84.50	Exp.
Chenoa, A. O.	106.50	WU	Shirley, A. O.	79.75	Ex-WU
O. L., 1st	82.75	.....	Funks Grove, A. O.	79.75	Ex-WU
O. L., 2nd	82.75	.....	McLean, A. O.	77.75	Ex-WU
O. L., 3rd	82.75	.....	Atlanta, F. A.	90.00	.....
Lexington, A. O.	75.75	Ex	Tk. O.	72.50	Ex-WU
O. C.	77.75	WU	Atlanta Tower, O. L., 1st..	80.75	.....
Towanda, A. O.	77.75	Ex-WU	O. L., 2nd	80.75	.....
Normal, A.	92.00	.....	O. L., 3rd	80.75	.....
O. L., 1st	82.00	.....	Lawndale, A. O., 1st	84.75	Ex-WU
O. L., 2nd	82.00	.....	O. C., 2nd	79.75	.....
O. L., 3rd	82.00	.....	O. C., 3rd	79.75	.....
Bloomington (XD)—			Athol Tower, O. L., 1st	80.75	.....
O. C., 1st	83.25	.....	O. L., 2nd	80.75	.....
O. C., 2nd	83.25	.....	O. L., 3rd	78.25	.....
O. C., 3rd	88.25	.....	Lincoln, A.	113.00	.....
Covel, A. O.	80.00	Ex-WU	O. C., 1st	*83.00	.....
Stanford, A. O.	76.75	Ex-WU	O. C., 2nd	*86.00	.....
Minier, A. O.	76.75	Ex-WU	Lincoln Tower, L., 1st	*74.00	.....
O. L., 1st	80.75	.....	L., 2nd	*74.00	.....
O. L., 2nd	80.75	.....	Broadwell, A. O.	77.50	Ex-WU
O. L., 3rd	80.75	.....	Elkhart, A. O.	90.00	Ex-WU
Hopedale, A. O.	75.00	Ex-WU	Williamsville, A. O.	80.75	Ex-WU
Delavan, A. O.	90.00	WU	Sherman, A. O.	87.25	Ex-WU
O. C.	77.75	.....	Sherman Tower, O. L., 1st..	80.75	.....
San Jose (P. & N. Jct.)—			O. L., 2nd	80.75	.....
O. C.	77.75	.....	O. L., 3rd	80.75	.....
San Jose, A. O.	84.75	Ex	Ridgeley Tower, L., 1st	80.75	.....
O. C.	81.75	WU	L., 2nd	80.75	.....
Natrona, A. O.	74.00	Ex-WU	L., 3rd	80.75	.....
Mason City, A. O.	77.75	Ex-WU	Springfield (8th St.) L., 1st	*74.00	.....
Mason City Tower, L., 1st.	*77.75	.....	L., 2nd	*74.00	.....
O. L., 2nd	*82.75	.....	Chatham, A. O.	82.75	Ex-WU
Greenview, A. O.	70.00	Ex-WU	Auburn, A.	92.75	Exp.
Petersburg, A. O.	92.75	.....	O. C., 1st	87.75	WU
Tallula, A. O.	79.75	Ex-WU	O. C., 2nd	82.75	.....
O. C.	79.75	.....	O. C., 3rd	79.75	.....
Ashland, A. O.	82.75	Ex-WU	Thayer, A. O.	82.75	Ex-WU
Ashland Tower, O. L., 1st.	*82.75	.....	Viriden, A. O.	82.75	Exp.
O. L., 2nd	*75.75	.....	O. C.	80.75	WU
Prentice, A. O.	80.00	Ex-WU	Girard Tower, L., 1st	*74.00	.....
Sinclair, A. O.	80.00	Ex-WU	L., 2nd	*74.00	.....
Jacksonville, A.	122.00	.....	A.	82.75	Ex-WU
O. C., 1st	81.75	.....	O. C., 1st	80.75	.....
O. C., 2nd	86.75	.....	O. C., 2nd	80.75	.....
O. C., 3rd	81.75	.....	O. C., 3rd	80.75	.....
Jacksonville Tower, L., 1st	*74.00	.....	Nilwood, A. O., 1st	84.75	Ex-WU
L., 2nd	*74.00	.....	O. C., 2nd	79.75	.....
Woodson, A. O.	75.75	Ex-WU	O. C., 3rd	77.75	.....
Dwight-Washington.			Carlville Tower, L.	*77.50	.....
Nevada, A. O.	\$ 76.50	Ex-WU	A.	110.00	WU
Blackstone, A. O.	75.75	Ex-WU	O. C., 1st	80.75	.....
Streator, A.	126.00	.....	O. C., 2nd	80.75	.....
O. C.	94.00	.....	O. C., 3rd	79.00	.....
O. C., 1st	77.75	.....	Plainview, A. O., 1st	82.75	Ex-WU
O. C., 2nd	77.75	.....	O. C., 2nd	77.75	.....
O. C., 3rd	77.75	.....	O. C., 3rd	77.75	.....
Garfield, A. O.	76.50	Ex-WU	Shipman, A. O.	75.75	Ex-WU
Wenona, A. O.	84.50	Ex	Brighton Tower, L., 1st	*75.00	.....
Custer, A. O., 1st	79.75	Ex	O. L., 2nd	*79.75	.....
O. L., 2nd	70.75	Ex	A. O.	78.00	Ex-WU
Varna, A. O.	77.75	Ex-WU	Godfrey, A. O.	83.00	Ex-WU
Lacon, A. O.	75.75	Ex-WU	Godfrey Tower, O. L., 1st..	82.50	.....
LaRose, A. O.	75.75	Ex-WU	O. L., 2nd	82.50	.....
Washburn, A. O.	75.75	Ex-WU	O. L., 3rd	82.50	.....
Lowpoint, A. O.	72.75	Ex-WU	Alton (MO), O. C.	80.00	.....
Cazenovia, A. O.	72.75	Ex-WU	Alton (NF), T. A.-O., 1st..	110.00	.....
Metamora, A. O.	75.75	Ex-WU	O. C., 2nd	83.00	.....
Washington, A. O.	88.75	.....	O. C., 3rd	83.00	.....

Station, Call and Position.	Rate per Month.	Com-mission.	Station, Call and Position.	Rate per Month.	Com-mission.
Wann Tower, O. L., 1st....	\$ 88.00	.....	Pleasant Hill, A. O., 1st....	\$ 78.25	Ex-WU
O. L., 2nd.....	88.00	.....	O. C., 2nd.....	78.25	.....
O. L., 3rd.....	88.00	.....	O. C., 3rd.....	78.25	.....
S. Wood River, A. O., 1st....	84.75	.....	Louisiana Tower, L., 1st....	*74.00	.....
O. C., 2nd.....	80.75	.....	L., 2nd.....	*74.00	.....
O. C., 3rd.....	80.75	.....	Louisiana, A.	119.75	.....
Nameoki, O. C.	80.00	.....	O. C.	89.75	.....
Venice, A. O.	85.00	.....	O. C., 1st.....	85.75	.....
Venice Junction, O. C., 1st....	83.00	.....	O. C., 2nd.....	85.75	.....
O. C., 2nd.....	83.00	.....	O. C., 3rd.....	82.25	.....
O. C., 3rd.....	83.00	.....	Vera, O., 1st.....	78.25	.....
E. St. Louis (AY), O.	92.00	.....	O., 2nd.....	78.25	.....
Roodhouse-Godfrey.			O., 3rd.....	78.25	.....
Whitehall Tower, L., 1st....	*\$73.00	.....	Bowling Green, A. O., 1st....	82.25	Ex
L., 2nd.....	*73.00	.....	O. C., 2nd.....	78.75	.....
A. O.	75.00	Ex	O. C., 3rd.....	78.75	.....
O. C.	81.75	WU	Booth, O., 1st.....	85.00	.....
Berdan, A. O.	75.75	Ex-WU	O., 2nd.....	85.00	.....
Carrollton, A. O., 1st.....	102.00	WU	O., 3rd.....	85.00	.....
O. C., 2nd.....	80.00	.....	Curryville, A. O., 1st.....	79.75	Ex-WU
O. C., 3rd.....	80.00	.....	O. C., 2nd.....	78.25	.....
Jerseyville, A. O.	97.00	WU	O. C., 3rd.....	78.25	.....
O. C., 1st.....	80.75	.....	Vandalia, A.	79.75	Ex-WU
O. C., 2nd.....	80.75	.....	O. C., 1st.....	89.75	.....
Kane, A. O.	75.00	Ex-WU	O. C., 2nd.....	83.75	.....
Delhi, A. O.	72.25	Ex-WU	O. C., 3rd.....	81.75	.....
Sherman-Peoria.			Farber, A. O., 1st.....	79.75	Ex-WU
Peoria "WC", O. C.	\$ 92.00	.....	O. C., 2nd.....	78.25	.....
Pekin, A. O.	112.00	.....	Laddonja, A. O., 1st.....	79.75	Ex-WU
Pekin Tower, O. L., 1st....	80.75	.....	O. C., 2nd.....	78.25	.....
O. L., 2nd.....	80.75	.....	O. C., 3rd.....	78.25	.....
O. L., 3rd.....	80.75	.....	Rush Hill, A. O., 1st.....	78.25	Ex-WU
Green Valley, A. O.	77.75	Ex	O. C., 2nd.....	78.25	.....
Green Valley Tower, L., 1st	*72.00	.....	O. C., 3rd.....	78.25	.....
O. L., 2nd.....	*77.00	.....	Littleby, O.	78.25	.....
New Holland, A. O.	77.75	Ex-WU	Mexico, A.	129.75	.....
Middletown, A. O.	77.75	Ex-WU	O. C., 1st.....	89.75	.....
Fancy Prairie, A. O.	77.75	Ex-WU	O. C., 2nd.....	87.25	.....
Carrollton Line.			O. C., 3rd.....	85.75	.....
Fayette, A. O.	\$ 72.75	Ex-WU	Thompson, A. O., 1st.....	78.25	Ex
Greenfield, A. O.	79.75	.....	O. C., 2nd.....	78.25	.....
Eldred, A. O.	75.75	Ex-WU	O. C., 3rd.....	78.25	.....
Iles-Roodhouse.			Centralia, A. O.	82.00	Ex
Knapp, A. O.	\$ 77.25	.....	O. C., 1st.....	83.75	.....
Yeomans, A. O.	79.75	Ex	O. C., 2nd.....	81.00	.....
O. C.	74.75	.....	O. C., 3rd.....	79.75	.....
Murrayville, A. O., 1st....	79.75	Ex-WU	Larrabee, O., 1st.....	78.25	.....
O. C., 2nd.....	79.75	.....	O., 2nd.....	78.25	.....
O. C., 3rd.....	79.75	.....	O., 3rd.....	78.25	.....
Manchester, A. O., 1st.....	75.75	Ex-WU	Higbee, A. O.	110.00	.....
O. C., 2nd.....	77.75	.....	O. C., 1st.....	85.75	.....
O. C., 3rd.....	77.75	.....	O. C., 2nd.....	83.75	.....
Roodhouse, A.	105.00	.....	O. C., 3rd.....	81.75	.....
Western Division.			Yates, A. O.	77.25	Ex-WU
W. Roodhouse, L., 1st....	*\$73.00	.....	Armstrong, A. O., 1st.....	78.75	Ex-WU
L., 2nd.....	*73.00	.....	O. C., 2nd.....	78.75	.....
Drake, A. O., 1st.....	78.25	Ex-WU	O. C., 3rd.....	78.25	.....
O. C., 2nd.....	78.25	.....	Steinmetz, A. O.	77.25	Ex-WUP
O. C., 3rd.....	78.25	.....	Glasgow, A. O., 1st.....	97.25	.....
Hillview, A. O., 1st.....	79.00	Ex-WU	O. C., 2nd.....	79.75	.....
O. C., 2nd.....	78.25	.....	O. C., 3rd.....	78.50	.....
O. C., 3rd.....	78.25	.....	Gillham, A. O., 1st.....	78.25	Ex-WU
Pearl, A. O., 1st.....	78.25	Ex-WU	O. C., 2nd.....	78.25	.....
O. C., 2nd.....	78.25	.....	O. C., 3rd.....	78.25	.....
O. C., 3rd.....	78.25	.....	Slater, A.	72.50	Ex
Straut, A. O., 1st.....	78.25	Ex-WU	O. C., 1st.....	95.75	WU
O. C., 2nd.....	78.25	.....	O. C., 2nd.....	95.75	.....
O. C., 3rd.....	77.50	.....	O. C., 3rd.....	95.75	.....
Nebo, A. O., 1st.....	79.00	Ex-WU	O. C., 4th.....	95.00	.....
O. C., 2nd.....	78.25	.....	Norton, A. O.	78.00	Ex-WU
O. C., 3rd.....	78.25	.....	Marshall, A.	119.75	.....
			O. C., 1st.....	89.75	.....
			O. C., 2nd.....	85.00	.....
			O. C., 3rd.....	82.50	.....

Station, Call and Position:	Rate per Month.	Com- mission.
Shackelford, A. O.	\$ 78.25	Ex-WU
Mt. Leonard, A. O.	78.25	Ex-WU
Blackburn, A. O., 1st.	79.75	Ex-WU
O. C., 2nd.	78.75	.....
O. C., 3rd.	78.75	.....
Alma, A. O.	78.25	Ex-WU
Corder, A. O.	78.25	Ex-WU
Higginsville, A.	87.00	Ex-WU
O. C., 1st.	85.75	.....
O. C., 2nd.	83.75	.....
O. C., 3rd.	81.75	.....
Mayview, A. O.	78.25	Ex-WU
Odessa, A.	77.50	Ex-WU
O. C., 1st.	83.75	.....
O. C., 2nd.	83.75	.....
O. C., 3rd.	81.75	.....
Bates City, A. O.	78.25	Ex-WU
Oak Grove, A. O.	78.25	Ex-WU
Grain Valley, A. O.	78.25	Ex-WU
Blue Springs, A. O., 1st.	78.25	Ex-WU
O. C., 2nd.	78.25	.....
O. C., 3rd.	78.25	.....
Selsa, A. O.	78.25	WU

Station, Call and Position.	Rate per Month.	Com- mission.
Independence, A. O., 1st. .	\$ 92.25	Exp.
O. C., 2nd.	79.75	.....
O. C., 3rd.	79.75	.....
12th St., Kansas City—		
O. C., 1st.	91.00	.....
O. C., 2nd.	91.00	.....
O. C., 3rd.	91.00	.....
"DV", Kansas City—		
O. C., 1st.	101.00	.....
O., 2nd.	101.00	.....
O., 3rd.	101.00	.....
O. C.,	101.00	.....
O. C.	101.00	.....

Mexico-Cedar City.

Auxvasse, A. O.	\$ 70.75	Ex-WU
McCredie, A. O.	69.75	Ex-WU
Fulton, A.	117.50	.....
O. C.	87.50	.....
O. C.	87.25	.....
Carrington, A. O.	68.75	Ex
Guthrie, A. O.	64.75	Ex-WU
New Bloomfield, A. O.	71.75	Ex-WU
Cedar City, A. O.	74.50	Ex-WU

Chicago, Burlington & Quincy Railroad Company

RULE I.

The following list showing location, occupation and rates of pay, enumerates employees covered by this schedule, who will be considered telegraphers within the meaning of these rules.

WAGE SCALE.

Relay Division.

Station and Position.	Rate Per Month.
Chicago General Office, one wire chief.	\$128.00
One wire chief	124.00
One wire chief	124.00
Two operators	108.00
Ten operators	104.00
Four operators	101.00
One T. operator	73.50
One T. operator	71.00
One Morkrum operator	73.50
One Morkrum operator	73.50
One Morkrum operator	71.00
One T. operator	69.00
Aurora Relay Office, one wire chief.	109.00
One wire chief	105.00
Four operators	95.00
One operator	93.00
One T. operator	73.50
One T. operator	69.00
La Crosse Relay Office, one wire chief	109.00
One wire chief	104.00
One operator	98.00
One operator	93.00
One operator	91.00
St. Paul Relay Office, one wire chief	109.00
Galesburg Relay Office, one wire chief	109.00
One wire chief	109.00
Three operators	99.00
One operator	98.00
Two operators	95.00
One Morkrum operator	73.50
One T. operator	69.00

Station and Position.	Rate per Month.
Burlington Relay Office, one-wire ch.	\$103.00
One wire chief	101.00
One operator	98.00
Two operators	95.00
One operator	93.00
Ottumwa Relay Office, one wire chief.	116.00
One wire chief	103.00
One wire chief	101.00
Three operators	94.00
Creston Relay Office, one wire chief.	121.00
One wire chief	103.00
One wire chief	108.00
Three operators	94.00
Two operators	91.00
St. Joseph Relay Office, one wire chief	104.00
One wire chief	101.00
Six operators	94.00
One operator	91.00
Kansas City Relay Office, one wire ch.	116.00
Four operators	94.00
One operator	91.00
Brookfield Relay Office, one wire chief	117.00
One wire chief	103.00
One wire chief	101.00
Two operators	94.00
One operator	89.00
Hannibal Relay Office, one wire chief	108.00
One wire chief	108.00
One operator	98.00
Two operators	94.00
Two T. operators	73.50
One T. operator	69.00
St. Louis Relay Office, one wire chief	116.00
Two operators	95.00
Beardstown Relay Office, one wire ch.	118.00
One wire chief	108.00
One wire chief	106.00
Two operators	94.00
One operator	91.00
One operator	88.00
One T. operator	69.00

Station and Position.	Rate per Month.
Omaha General Office, one wire chief.	\$128.00
One wire chief.	124.00
One wire chief.	124.00
Two operators	108.00
Seven operators	104.00
Four operators	99.00
One operator	93.00
Two operators	91.00
Two Morkrum operators.	69.00
Lincoln Relay Office, one wire chief.	118.00
One wire chief.	113.00
Two operators	108.00
Four operators	104.00
Two operators	99.00
One T. operator	74.00
Wymore Relay Office, one wire chief.	108.00
One wire chief.	108.00
Two operators	103.00
One operator	99.00
One operator	96.00
McCook Relay Office, one wire chief.	113.00
One wire chief.	113.00
Two operators	108.00
Two operators	104.00
One operator	99.00
One operator	96.00
Denver Relay Office, one operator.	104.00
Two operators	98.00
Sterling Relay Office, one wire chief.	108.00
One wire chief.	103.00
One operator	98.00
Two operators	96.00
Alliance Relay Office, one wire chief.	118.00
One wire chief.	114.00
Three operators	108.00
Two operators	104.00
Two operators	101.00
One operator	98.00
Sheridan Relay Office, one wire chief.	118.00
One wire chief.	113.00
Three operators	108.00
Two operators	103.00
Casper Relay Office, one wire chief.	94.00
Four operators	93.00

Chicago Division.

Canal St. Supt's. Office, D. T.	\$ 86.00
Canal St. Tower, D. L.	91.25
D. & N. L.	91.25
N. L.	91.25
Ashland Ave. Tower, D. L.	100.00
D. & N. L.	100.00
N. L.	100.00
Kedzie Ave. Tower, D. L.	87.50
D. & N. L.	87.50
N. L.	87.50
Hawthorne Tower, D. L.	90.25
D. & N. L.	90.25
N. L.	90.25
Clyde Tower, D. L.	90.25
D. & N. L.	90.25
N. L.	90.25
Local Freight Office, D. O.	87.00
Morton Park, D. O.	77.00
N. O.	77.00
Hawthorne Station, A. O.	71.00
Clyde Station, A. O.	91.00
Western Ave. Station, A. O.	87.00
Robey St. Tower, D. L.	78.25
D. & N. L.	78.25
N. L.	78.25
Berwyn, A. T.	72.00
Riverside, A. T.	72.00
D. T.	72.00

Station and Position.	Rate per Month.
Aurora Division.	
Congress Park Tower, first T. L.	\$ 87.00
Second T. L.	87.00
Third T. L.	87.00
LaGrange, 5th Ave., D. T.	72.00
LaGrange, Stone Ave, A. T.	87.00
Western Springs, A. T.	65.00
Hinsdale, A. T.	67.00
Hinsdale Tower, first T. L.	87.00
Second T. L.	87.00
Third T. L.	87.00
Downers Grove, A. T.	80.00
D. T.	78.00
N. T.	78.00
Downers Grove Tower, first O. L.	87.00
Second O. L.	87.00
Third O. L.	87.00
Lisle, A. T.	72.00
Naperville, A. T.	80.00
First T.	75.00
Second T.	75.00
Third T.	72.00
Eola, A. T.	80.00
Eola Tower, first T. L.	87.00
Second T. L.	87.00
Third T. L.	87.00
Tower 38, first O. L.	87.00
Second O. L.	87.00
Third O. L.	87.00
Montgomery, A. O.	79.00
First O.	75.00
Second O.	75.00
Third O.	75.00
Bristol, A. O.	77.00
Bristol Tower, first T.	73.00
Second T.	73.00
Third T.	73.00
Plano, A.	85.00
First O.	85.00
Second O.	72.00
Third T.	72.00
Sandwich, A.	85.00
First O.	95.00
Somonauk, A. O.	80.00
Somonauk Tower, first O.	79.00
Second O.	79.00
Third O.	79.00
Leland, A. O.	80.00
Second T.	68.00
Third T.	68.00
Earlville, A. O.	83.00
D. O.	85.00
Earlville Tower, first O. L.	87.00
Second O. L.	87.00
Third O. L.	87.00
Meriden, A. O.	74.00
MS Tower, Mendota, first O. L.	87.00
Second O. L.	87.00
Third O. L.	87.00
Mendota Depot, first O.	87.00
Second O.	85.00
Third O.	85.00
IC Tower, Mendota, first L.	87.00
Second L.	87.00
Third L.	87.00
Arlington, A. O.	77.00
Second T.	68.00
Third T.	68.00
Zearing, A.	90.00
First O.	80.00
Second O.	80.00
Third O.	80.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Malden, A. O.....	\$ 78.00	Polo, first T.....	\$ 68.00
Second T.....	65.00	Second T.....	68.00
Princeton, A.....	105.00	Third T.....	68.00
First O.....	85.00	Hazelhurst, A. T.....	71.00
Second O.....	75.00	Milledgeville, A. T.....	73.00
Third O.....	70.00	Second T.....	68.00
Wyanet, A. O.....	80.00	Third T.....	68.00
Second O.....	75.00	Chadwick, A. T.....	73.00
Third O.....	75.00	Second T.....	68.00
Buda, A. O.....	85.00	Third T.....	68.00
First O.....	80.00	Daggetts, A. T.....	71.00
Second O.....	75.00	Big Cut, first T.....	66.00
Third O.....	75.00	Second T.....	66.00
Neponset, A. O.....	80.00	Third T.....	66.00
Neponset Cabin, first T.....	69.00	Oswego, A. O.....	70.00
Second T.....	69.00	Yorkville, A. O.....	71.00
Third T.....	69.00	D. O.....	68.00
Kewanee, D. O.....	72.00	Millbrook, A. O.....	70.00
N. O.....	75.00	Millington, A. O.....	68.00
Kewanee Cabin, first T.....	69.00	Sheridan, A. O.....	69.00
Second T.....	69.00	Serena, A. O.....	69.00
Third T.....	69.00	Wedron, A. O.....	74.00
Galva, A. O.....	115.00	Dayton, A. O.....	66.00
D. O.....	80.00	Ottawa, D. O.....	74.00
Galva Tower, first O. L.....	87.00	Grand Ridge, A. O.....	66.00
Second O. L.....	87.00	Streator, second O.....	75.00
Third O. L.....	87.00	Third O.....	75.00
Altona, A. O.....	77.00	Leonore, A. O.....	61.00
Second T.....	68.00	Ticona, A. O.....	61.00
Third T.....	68.00	LaSalle, D. O.....	76.00
Onelda, A. O.....	77.00	Peru, O. Cash.....	72.00
Onelda Cabin, first O.....	79.00	Spring Valley, A. O.....	67.00
Second O.....	79.00	Ladd, A. O.....	79.00
Third O.....	79.00	NYC Jct., first O.....	71.00
Wataga, A. O.....	78.00	Second O.....	71.00
Wataga Tower, first T. L.....	78.00	Third O.....	71.00
Second T. L.....	78.00	Kasbeer, A. O.....	66.00
Third T. L.....	78.00	Walnut, A. O.....	71.00
Sugar Grove, A. O.....	72.00	Second O.....	67.00
Second T.....	67.00	Deer Grove, A. O.....	60.00
Third T.....	67.00	Tampico, A. O.....	71.00
Big Rock, A. O.....	72.00	D. O.....	67.00
Second T.....	67.00	Prophetstown, A. O.....	71.00
Hinckley, A. O.....	72.00	D. O.....	67.00
Second O.....	70.00	La Moille, A. O.....	64.00
Third T.....	68.00	Van Orin, A. O.....	64.00
Waterman, A. O.....	75.00	Ohio, A. O.....	69.00
Second T.....	68.00	North Aurora, A. T.....	62.00
Shabbona, A.....	75.00	Batavia, A. T.....	82.00
First T.....	72.00	West Chicago, A. T.....	62.00
Second T.....	72.00	Paw Paw, A. T.....	69.00
Third T.....	72.00	Compton, A. T.....	63.00
Lee, A. T.....	72.00	West Brooklyn, A. T.....	63.00
Second T.....	67.00	Amboy, A. T.....	70.00
Steward, A. T.....	72.00	Harmon, A. T.....	63.00
Steward Jct., first O. L.....	80.00	Rock Falls, D. T.....	68.00
Second O. L.....	80.00	Sterling, D. T.....	72.00
Third O. L.....	80.00	Mt. Morris, A. T.....	72.00
Rochelle, first O.....	80.00	Maryland, A. T.....	62.00
Second O.....	80.00	Kings, A. O.....	72.00
Third O.....	80.00	Second T.....	67.00
Flag Center, A. O. L.....	80.00	Holcomb, A. O.....	64.00
Second O. L.....	80.00	New Milford, A. O.....	72.00
Third O. L.....	80.00	Camp Grant, first O.....	72.00
Chana, A. T.....	72.00	Second O.....	72.00
Second T.....	67.00	Rockford, T. A.....	95.00
Oregon, first O.....	75.00	First O.....	82.00
Second O.....	73.00	Second O.....	77.00
Third O.....	73.00	Third O.....	77.00
Stratford, A. T.....	71.00	East Rockford, D. O.....	67.00
Second T.....	65.00		

Galesburg Division.		Rate per	
Station and Position.		Month.	
Graham, first O. L.		\$ 80.00	
Second O. L.		80.00	
Third O. L.		80.00	
Prospect St., first O.		80.00	
Second O.		80.00	
Third O.		80.00	
New Yard Office, first O.		85.00	
Second O.		85.00	
Third O.		85.00	
Brick Yard, first T.		65.00	
Second T.		65.00	
Third T.		65.00	
Santa Fe Tower, first T. L.		80.00	
Second T. L.		80.00	
Third T. L.		80.00	
Portal, first O.		75.00	
Second O.		75.00	
Third O.		75.00	
N. L.		70.00	
D. L.		70.00	
Knoxville, A.		75.00	
Second O.		70.00	
Third O.		70.00	
Gilson, A. O.		73.00	
Maquon, A. O.		75.00	
Second O.		70.00	
Third O.		70.00	
Douglas, A. O.		75.00	
Yates City, A.		80.00	
First O.		75.00	
Second O.		75.00	
Third O.		75.00	
Elmwood, A.		80.00	
First O.		77.00	
Second O.		73.00	
Oak Hill, A. O.		73.00	
Edwards, A. O.		75.00	
Second O.		70.00	
Peoria Freight House, First O.		80.00	
Peoria Yard Office, Second O.		75.00	
Third O.		75.00	
Lombardville, A. O.		67.00	
Bradford, A. O.		75.00	
Castleton, A. O.		68.00	
Wyoming, A. O.		77.00	
Duncan, A. O.		70.00	
Monica, A. O.		85.00	
Brimfield, A. O.		67.00	
Farmington, A.		100.00	
First O.		70.00	
Second O.		70.00	
Third O.		70.00	
Norris, A. O.		75.00	
Canton, first O.		78.00	
Second O.		72.00	
Third O.		72.00	
St. David, A. O.		75.00	
Lewistown, A.		78.00	
First O.		75.00	
Second O.		70.00	
Third O.		70.00	
Ipava, A. O.		73.00	
Rushville, A.		100.00	
First O.		75.00	
Abingdon, first O. & Cash.		85.00	
Second O.		80.00	
Third O.		80.00	
St. Augustine, A. O.		77.00	
Second O.		75.00	
Avon, A. O.		75.00	
First O.		75.00	
Second O.		75.00	
Third O.		73.00	
Station and Position.		Rate per	
		Month.	
Prairie City, A. O.		\$ 77.00	
Bushnell, first O.		83.00	
Second O.		83.00	
Third O.		83.00	
Bardolph, A. O.		77.00	
Second O.		75.00	
Macomb, first O.		80.00	
Second O.		80.00	
Third O.		80.00	
Colchester, A.		85.00	
First O.		77.00	
Second O.		77.00	
Third O.		77.00	
Tennessee, A. O.		77.00	
Colmar, A. O.		77.00	
First O.		77.00	
Plymouth, A.		74.00	
First O.		74.00	
Second O.		74.00	
Third O.		74.00	
Augusta, A.		77.00	
First O.		75.00	
Second O.		75.00	
Third O.		75.00	
LaPrairie, A. O.		73.00	
Golden, A. (Joint).		40.00	
First O. (Joint).		38.00	
Second O.		75.00	
Third O.		75.00	
Camp Point, A.		80.00	
First O.		77.00	
Second O.		75.00	
Third O.		75.00	
Coatsburg, A. O.		77.00	
Paloma, A. O.		77.00	
Fowler, A. O.		77.00	
Ewbanks, first O.		74.00	
Second O.		74.00	
Third O.		74.00	
Quincy Switch, first O.		80.00	
Second O.		77.00	
Third O.		75.00	
Quincy Psgr. Sta., first O.		85.00	
Second O.		85.00	
Third O.		82.00	
Nekoma, A. O.		65.00	
Woodhull, A. O.		75.00	
New Windsor, A. O.		68.00	
Viola, A. O.		70.00	
Aledo, A.		100.00	
First O.		73.50	
Joy, A. O.		70.00	
New Boston, A. O.		65.00	
Keithsburg, A. O.		70.00	
Oquawka, A. O.		68.00	
Henderson, A. T.		74.00	
Second T.		68.00	
Third T.		68.00	
Rio, A. O.		80.00	
Second O.		75.00	
Third O.		72.00	
Alpha, A. O.		82.00	
Second O.		75.00	
Third O.		75.00	
Ophiem, A. T.		72.00	
Lynn, A. T.		70.00	
Second T.		69.00	
Third T.		69.00	
Orion, A. T.		80.00	
Second T.		70.00	
Third T.		65.00	
Warner, A. T.		73.00	

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Briar Bluff, A. T.....	\$ 70.00	Wyalusing, A. O.....	\$ 78.00
First T.....	68.00	Crawford, first O. L.....	75.00
Second T.....	65.00	Second O. L.....	75.00
Barstow, A. O.....	90.00	Third O. L.....	75.00
First O.....	80.00	Prairie du Chien, first O.....	80.00
Second O.....	80.00	Second O.....	80.00
Third O.....	80.00	Third O.....	80.00
Joslin, A. T.....	72.00	Lynxville, A. O.....	83.00
Hillsdale, A. T.....	74.00	Ferryville, A. O.....	78.00
Erle, A.....	70.00	Second O.....	72.00
First T.....	70.00	Third O.....	72.00
Second T.....	68.00	De Soto, A. O.....	82.00
Denrock, A. O.....	85.00	Victory, A. O.....	77.00
Second O.....	77.00	Second O.....	72.00
Third O.....	77.00	Third O.....	72.00
Fenton, A. T.....	74.00	Genoa, A. O.....	80.00
Garden Plain, A. T.....	75.00	Stoddard, A. O.....	77.00
Fulton, A.....	80.00	Second O.....	72.00
Second O.....	72.00	Third O.....	72.00
Third O.....	72.00	South Junction, first O. L.....	75.00
Clinton, first O.....	77.50	Second O. L.....	75.00
Second O.....	75.00	Third O. L.....	75.00
Third O.....	75.00	Grand Crossing, A. O.....	100.00
Lyons, A. O.....	75.00	Station, second O.....	78.00
Thomson, A. T.....	75.00	(Pays \$87.50 at such times as second trick at yard is closed.)	
Plum River Tower, first O. L.....	73.00	Third O.....	78.00
Second O. L.....	73.00	Grand Crossing Yard, first O.....	90.00
Third O. L.....	73.00	Second O.....	87.50
DeLong, A. T.....	65.00	Third O.....	90.00
London Mills, A. T.....	65.00	North Junction, first O. L.....	75.00
Ellisville, A. T.....	65.00	Second O. L.....	75.00
Fairview, A. T.....	65.00	Third O. L.....	75.00
Fiatt, A. T.....	65.00	Onalaska, A. O.....	78.00
Cuba, A. T.....	70.00	Lytie, first O.....	70.00
W. Havana, A. T.....	70.00	Second O.....	70.00
Marblehead, A. O.....	70.00	Third O.....	70.00
Fall Creek, A. O.....	70.00	Trempealeau, A. O.....	77.00
Hulls, A. O. (Joint).....	35.00	Second O.....	70.00
First O. (Joint).....	35.00	Third O.....	70.00
New Canton, A. O.....	70.00	East Winona, A. O.....	80.00
Rockport, A. O.....	70.00	Second O.....	73.00
Lyndon, A. T.....	64.00	Third O.....	73.00
Agnew, A. O. (Joint).....	37.15	Fountain City, A. O.....	83.00
Moline, D. O. & Tkt. Clk.....	80.00	Second O.....	76.00
N. T. & Tkt. Clk.....	80.00	Third O.....	73.00
Rock Island: Terminal Jct., first O.....	90.00	Purdy, first O.....	70.00
Second O.....	90.00	Second O.....	70.00
Third O.....	90.00	Third O.....	70.00
Passenger Station, first O.....	80.00	Cochrane, A. O.....	80.00
Second O.....	70.00	Second O.....	72.00
		Third O.....	72.00
La Crosse Division.		Alma, A. O.....	90.00
Savanna Yard, first O.....	\$ 90.00	First O.....	76.00
Second O.....	87.50	Second O.....	77.00
Savanna Tower, first O. & L.....	92.00	Third O.....	77.00
Second O. & L.....	92.00	Nelson, A. O.....	77.00
Third O. & L.....	92.00	Second O.....	72.00
Savanna Station, first O.....	90.00	Third O.....	72.00
Second O.....	90.00	Trevino, A. O. L.....	85.00
Third O.....	90.00	Second O. L.....	72.00
Whitton, A. O.....	80.00	Third O. L.....	72.00
Galena Junction, A. O. & L.....	95.00	Peplin, A. O.....	80.00
Second O. & L.....	80.00	First O.....	73.00
Third O. & L.....	80.00	Second O.....	72.00
Galena, D. O. & Clk.....	84.00	Third O.....	72.00
East Dubuque, A. O.....	90.00	Stockholm, A. O.....	80.00
Dubuque, D. O. & T. Clk.....	87.00	Second O.....	72.00
Potosi, A. O.....	85.00	Maiden Rock, A. O.....	83.00
Cassville, A. O.....	85.00	Second O.....	75.00
Second O.....	75.00	Third O.....	75.00
Third O.....	72.00	Bay City, A. O.....	77.00
Glen Haven, A. O.....	79.00	Second O.....	73.00
Bagley, A. O.....	82.00	Third O.....	73.00

SCHEDULES AND WAGE SCALES.

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Station and Position.	Rate per Month.
Hager, A. O.....	\$ 77.00
Third O.....	70.00
Diamond Bluff, A. O.....	78.00
Second O.....	72.00
Third O.....	72.00
Losey, D. O.....	72.00
Prescott, A. O.....	90.00
First O.....	75.00
Second O.....	78.00
Third O.....	78.00
Hastings, A. O.....	85.00
Pullman Ave., A. O.....	80.00
St. Paul Park, A. O.....	78.00
Chelsea, D. O.....	72.00
Oakland, first O. L.....	85.00
Second O. L.....	82.00
Third O. L.....	82.00
Daytons Bluff, D. O.....	90.00
N. O.....	90.00
Minneapolis, D. O.....	92.00

Burlington Division.

Carman, A. T.....	\$ 70.00
Lomax, A. T.....	68.00
Dallas City, A. T.....	69.00
Colusa, A. T.....	67.00
Adrian, A. T.....	67.00
Ferris, A. T.....	66.00
Carthage, A. T.....	71.00
T.....	69.00
Basco, A. T.....	67.00
West Point, Ill., A. T.....	64.00
Stillwell, A. T.....	66.00
Loraine, A. T.....	68.50
Mendon, A. T.....	66.00
Ursa, A. T.....	67.00
West Point, Ia., A. O.....	71.00
Pilot Grove, A. O.....	67.00
Hillsboro, A. O.....	67.00
Stockport, A. O.....	67.00
Birmingham, A. O.....	67.00
Libertyville, A. O.....	67.00
Roscoe, A. T.....	64.00
Yarmouth, A. T.....	67.00
Mt. Union, A. T.....	75.00
Winfield, A. T.....	88.00
D. T.....	72.00
Noble, A. T.....	66.00
Coppock, A. T.....	40.00
Brighton, A. T.....	77.00
Woolson, A. T.....	63.00
Packwood, A. T.....	71.00
Pekin, A. T.....	64.00
Martinsburg, A. T.....	64.00
Hedrick, A. T.....	71.00
Fremont, A. T.....	71.00
Oskaloosa, T.....	82.00
Wyman, A. T.....	67.00
Crawfordsville, A. T.....	68.00
Washington, T.....	68.00
Lovilla, A. O.....	68.00
Hamilton, A. O.....	70.00
Bussey, A. O.....	72.00
Tracey, A. O.....	74.00
Harvey, A. O.....	66.00
Flagler, A. O.....	66.00
Knoxville, A.....	105.00
First O.....	73.00
Second O.....	72.00
Pleasantville, A. O.....	74.00
Swan, A. O.....	69.00
Ford, A. O.....	67.00
Clarkson, A. O.....	69.00
Des Moines, first O.....	83.00
Second O.....	83.00

Ottumwa Division.

Station and Position.	Rate per Month.
Cameron, A. O.....	\$ 78.00
Monmouth, first O.....	83.00
Second O.....	83.00
Third O.....	83.00
Kirkwood, A. O.....	78.00
Second O.....	74.00
Third O.....	74.00
Biggsville, A. O.....	78.00
Second O.....	74.00
Third O.....	74.00
Gladstone, A. O.....	78.00
Second O.....	75.00
Third O.....	75.00
Burlington Yard, first O.....	90.00
Second O.....	90.00
Third O.....	90.00
West Burlington, A. O.....	85.00
Second O.....	79.00
Third O.....	79.00
Middletown, A. O.....	78.00
Danville, A. O.....	78.00
Second O.....	74.00
Third O.....	72.00
New London, A. O.....	75.00
Second O.....	77.00
Third O.....	77.00
Mt. Pleasant, first T. C. & O.....	87.00
Second T. C. & O.....	82.00
Third T. C. & O.....	82.00
Mt. Pleasant City, O.....	69.00
Rome, A. O.....	78.00
Lockridge, A. O.....	80.00
Second O.....	76.00
Third O.....	76.00
Glendale, A. O.....	70.00
Beckwith, A. O.....	78.00
Second O.....	72.00
Fairfield, first T. C. & O.....	87.00
Second T. C. & O.....	82.00
Third T. C. & O.....	82.00
Bernhart, A. T.....	69.00
Batavia, A. O.....	78.00
Second O.....	75.00
Third O.....	75.00
Agency, A. O.....	78.00
Second O.....	74.00
Third O.....	74.00
Ottumwa Yard, first O.....	85.00
Second O.....	85.00
Third O.....	85.00
Tower 280, first O. L.....	76.00
Second O. L.....	76.00
Third O. L.....	76.00
Chillicothe, A. O.....	78.00
Dudley, A. O.....	77.00
Second O.....	74.00
Third O.....	74.00
Frederic, A. O.....	78.00
Avery, A. O.....	78.00
Maxon, A.....	85.00
First O. L.....	80.00
Second O. L.....	80.00
Third O. L.....	80.00
Albia, first T. C. & O.....	87.00
Second T. C. & O.....	83.00
Third T. C. & O.....	83.00
Tower 307, first O. L.....	84.00
Second O. L.....	84.00
Third O. L.....	84.00
Tyrone, A. O.....	78.00
Melrose, A. O.....	77.00
Second O.....	76.00
Third O.....	76.00

SCHEDULES AND WAGE SCALES.

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Russell, A. O.	\$ 75.00	Hastings, A.	\$ 81.00
Second O.	74.00	First O.	86.00
Third O.	72.00	Second O.	80.00
Charlton, first T. C. & O.	98.00	Third O.	79.00
Second T. C. & O.	87.00	Malvern, first O.	85.00
Third T. C. & O.	87.00	Second O.	80.00
Whitebread, first O.	77.00	Third O.	79.00
Second O.	77.00	Balfour, A. O.	80.00
Third O.	77.00	Second O.	79.00
Troy, first O.	77.00	Third O.	78.00
Second O.	77.00	Glenwood, first O.	81.00
Third O.	77.00	Second O.	78.00
Lucas, A. O.	78.00	Pacific Jct., D. O.	89.00
Woodburn, A. O.	78.00	First O.	84.00
Second O.	74.00	Second O.	84.00
Third O.	74.00	Third O.	80.00
Osceola, first T. C. & O.	87.00	Folsom, A. O.	77.00
Second T. C. & O.	82.00	Island Park, O.	72.00
Third T. C. & O.	82.00	O.	65.00
Murray, A. O.	77.00	Council Bluffs, first O.	97.00
Second O.	77.00	Second O.	88.00
Third O.	77.00	Third O.	83.00
Thayer, A. O.	78.00	Kent, A. O.	69.00
Second O.	72.00	Lenox, A. O.	68.00
Afton, A.	70.00	Second O.	65.00
First O.	77.00	Conway, A. O.	68.00
Second O.	77.00	Bedford, A.	77.00
Third O.	77.00	First O.	71.00
Lacona, A. O.	66.00	Hopkins, A. O.	80.00
Milo, A. O.	67.00	Pickering, A. O.	68.00
Ackworth, A. O.	69.00	Maryville, first O.	77.00
Indianola, A. O.	96.00	Arkoe, A. O.	67.00
Norwalk, A. O.	68.00	Barnard, A. O.	72.00
Proel, A. O.	66.00	Bolckow, A. O.	72.00
St. Charles, A. O.	68.00	Rosendale, A. O.	72.00
Truro, A. O.	68.00	Savannah, A. O.	82.00
New Virginia, A. O.	68.00	Spaulding, A. O.	64.00
Jamison, A. O.	66.00	Orient, A. O.	69.00
Leslie, A. O.	63.00	Greenfield, A. O.	79.00
Decatur City, A. O.	68.00	O.	70.00
Pleasanton, A. O.	65.00	Fontanelle, A. O.	75.00
Cainsville, A. O.	73.00	Bridgewater, A. O.	67.00
Creston Division.		Massena, A. O.	69.00
Creston Yard Office, O.	\$ 79.00	Cumberland, A. O.	87.00
Cromwell, A. O.	77.00	Elliott, A. O.	72.00
D. T.	70.00	Griswold, A.	79.00
Prescott, A. O.	77.00	O.	69.00
Second O.	76.00	Coburg, A. O.	68.00
Third O.	75.00	Essex, A. O.	73.00
Corning, A.	100.00	Shenandoah, first O.	73.00
First O.	81.00	O.	68.00
Second O.	79.00	Farragut, A. O.	72.00
Third O.	77.00	Riverton, A. O.	68.00
Brooks, A. O.	80.00	Henderson, A. O.	69.00
Nodaway, A. O.	77.00	Macedonia, A. O.	79.00
Second O.	76.00	Randolph, A. O.	68.00
Third O.	75.00	Anderson, A. O.	68.00
Villisca, first O.	85.00	Sidney, A. O.	74.00
Second O.	81.00	Centerville Division.	
Third O.	80.00	Donnellson, A. O.	\$ 90.00
Stanton, A. O.	77.00	Farmington, A. O.	87.00
Second O.	76.00	Mt. Sterling, A. O.	67.00
Third O.	75.00	Cantril, A. O.	67.00
Red Oak City Office, O.	77.00	Milton, A. O.	80.00
Red Oak, first O. L.	88.00	Pulaski, A. O.	67.00
Second O. L.	84.00	Bloomfield, A. O.	92.00
Third O. L.	83.00	Moulton, A. O.	92.00
McPherson, A. O.	80.00	Exline, A. O.	81.00
Second O.	79.00	Cincinnati, A. O.	90.00
Third O.	78.00	Unionville, A. O.	81.00
Emerson, A. O.	80.00	O.	75.00
Second O.	79.00	Lemons, A. Q.	67.00
Third O.	78.00	Pollock, A. O.	67.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Browning, A. O.....	\$ 75.00	Block 107, first O.....	\$ 69.00
Purdin, A. O.....	67.00	Second O.....	69.00
Linneus, A. O.....	77.00	Third O.....	69.00
Sumner, A. O.....	80.00	Frederick, A. O.....	70.00
Hale, A. O.....	75.00	Browning, A. O.....	70.00
Tina, A. O.....	67.00	Second O.....	70.00
Bogard, A. O.....	65.00	Third O.....	70.00
Carrollton, A. O.....	102.00	Bader, A. O.....	72.00
Wayland, A. O.....	67.00	Second O.....	70.00
Kahoka, A. O.....	82.00	Third O.....	70.00
O.....	75.00	Astoria, first O.....	71.00
Luray, A. O.....	67.00	Second O.....	71.00
Granger, A. O.....	67.00	Third O.....	71.00
Arbela, A. O.....	67.00	Vermont, A.....	78.00
Memphis, A. O.....	81.00	First O.....	74.00
O.....	75.00	Second O.....	72.00
Downing, A. O.....	77.00	Third O.....	72.00
Lancaster, A. O.....	74.00	Table Grove, A. O.....	75.00
Glenwood Jct., A. O.....	79.00	Adair, A. O.....	72.00
O.....	75.00	O.....	67.00
Sedan, A. O.....	77.00	Walnut Grove, A. O.....	71.00
Centerville, O.....	92.00	Youngstown, A. O.....	71.00
Brazil, A. O.....	87.00	Swan Creek, A. O.....	72.00
Plano, A. O.....	67.00	Roseville, A. O.....	75.00
Promise City, A. O.....	67.00	Larchland, A. O.....	71.00
Corydon, A. O.....	82.00	Gerlaw, A. O.....	71.00
O.....	75.00	Alexis, A. O.....	72.00
Cambria, A. O.....	67.00	North Henderson, A. O.....	72.00
Humeston, A.....	100.00	Jacksonville, first T.....	72.00
D. O.....	75.00	Second T.....	69.00
N. O.....	65.00	Third T.....	68.00
Lerby, A. O.....	67.00	Pisgah, A. T.....	70.00
Weldon, A. O.....	67.00	Franklin, A. T.....	75.00
Van Wert, A. O.....	93.00	Waverly, A. T.....	76.00
Grand River, A. O.....	74.00	First T. L.....	70.00
Elliston, A. O.....	65.00	Second T. L.....	70.00
Tingley, A. O.....	72.00	Third T. L.....	70.00
Diagonal, A. O.....	69.00	Lowder, A. T.....	71.00
Clearfield, A. O.....	87.00	Viriden, A. T.....	90.00
Sharpsburg, A. O.....	62.50	First T.....	70.00
Gravity, A. O.....	67.00	Second T.....	70.00
New Market, A. O.....	76.00	Third T.....	70.00
Yorktown, A. O.....	62.00	Girard, A. T.....	77.00
Beardstown Division.		T.....	70.00
East Alton, A. O.....	\$ 84.00	Atwater, A. T.....	72.00
Second O.....	70.00	Litchfield, Cash. and T.....	76.00
Third O.....	70.00	First T.....	72.00
Brighton, A. O.....	72.00	Second T.....	72.00
Second O.....	70.00	Third T.....	72.00
Piasa, A. O.....	71.00	Walshville, A. T.....	72.00
Medora, A. O.....	78.00	Sorento, A. T.....	77.00
Rockbridge, A. O.....	75.00	Ayers, first T.....	62.00
Greenfield, A. O.....	80.00	Second T.....	62.00
Second O.....	72.00	Third T.....	62.00
Wrights, A. O.....	70.00	Smithboro, A.....	68.00
Whitehall, first O.....	72.00	Keyesport, A. T.....	72.00
Second O.....	72.00	Second T.....	70.00
West Roodhouse, A. O.....	70.00	Third T.....	70.00
Alsey, A. O.....	72.00	Shattuc (Joint), A.....	39.30
Winchester, first O.....	70.00	Central Yard, first O.....	80.00
Second O.....	70.00	Second O.....	80.00
Riggston, A. O.....	70.00	Third O.....	80.00
Chapin, first O.....	70.00	Centralia, O. T. S.....	80.00
Second O.....	70.00	Woodlawn, A. T. L.....	76.00
Third O.....	70.00	Second T. L.....	70.00
Concord, A. O.....	80.00	Third T. L.....	70.00
Second O.....	75.00	Waltonville, A. T.....	72.00
Third O.....	75.00	Second T.....	60.00
Block 104, first O.....	66.00	Third T.....	60.00
Second O.....	66.00	Sesser, A. T.....	92.00
Third O.....	66.00	B. and R. Clk.....	70.00
Arenzville, A. O.....	80.00	Second T.....	70.00
		Third T.....	70.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Christopher, first T. L.	\$ 70.00	Firma, D. T.	\$ 73.00
Second T. L.	70.00	N. T.	73.00
Third T. L.	70.00	Peruque, A. T.	79.00
West Frankfort Jct., T.	62.00	Second T.	73.00
Herrin Jct., first T.	70.00	Third T.	73.00
Second T.	70.00	Orchard Farm, A. T.	77.00
Third T.	70.00	Second T.	73.00
Forman, A. T. L.	63.00	Third T.	73.00
Metropolis, A. T.	110.00	Macheps, A.	80.00
Second T.	70.00	First O. L.	85.00
Third T.	70.00	Second O. L.	85.00
		Third O. L.	85.00
Hannibal Division.		West Alton, A. T.	80.00
Spring Grove, D. O.	\$ 73.00	Second T.	73.00
Wever, A. O.	75.00	Third T.	73.00
N. O.	72.00	Spanish Lake, A. T.	73.00
Ft. Madison, first O.	90.00	Baden, first T.	73.00
Second O.	87.00	Second T.	73.00
Third O.	87.00	Third T.	73.00
Viele, A. O.	77.00	North St. Louis, first O.	90.00
Monrose, A. O.	80.00	Second O.	90.00
Second O.	75.00	Third O.	90.00
Third O.	72.00	Mooar, A. O.	75.00
Kepkuk, D. O.	85.00	Salem, A. O.	70.00
Alexandria, A. O.	79.00	Ethlyn, A. T.	77.00
Second O.	76.00	Moscow, A. T.	77.00
Third O.	76.00	South Troy, A. T.	77.00
Gregory, A. O.	79.50	Hawk Point, A. T.	77.00
Canton, A.	73.00	New Truxton, A. T.	77.00
First O.	80.00	Bellflower, A. T.	80.00
Second O.	76.00	N. T.	70.00
Third O.	76.00	Buell, A. T.	77.00
LaGrange, A. O.	77.00	Wellsville, A. T.	77.00
Second O.	75.00	Martinsburg, A. T.	79.00
Third O.	75.00	Francis, first T.	85.00
Bridge Jct. Qcy., first T.	75.00	Second T.	75.00
Second T.	75.00	Third T.	75.00
Third T.	75.00		
Mark, first T.	80.00	Brookfield Division.	
Second T.	77.00	Withers Mill, A. T.	\$ 75.00
Third T.	77.00	Palmyra, A. T.	97.00
Helton, N. O.	73.00	Palmyra Jct., A. O.	90.00
Hannibal Yard, first T.	80.00	Second O.	77.00
Second T.	80.00	Third O.	77.00
Third T.	80.00	Woodland, A. T.	78.00
Saverton, A. T.	74.00	Ely, A. T.	73.00
Second T.	74.00	Second T.	71.00
Third T.	74.00	Monroe, A.	93.00
Ashburn, A. T.	85.00	First T.	82.00
First T.	76.00	Second T.	80.00
Second T.	76.00	Third T.	80.00
Third T.	76.00	Hunnewell, A. T.	84.00
Reading, N. T.	73.00	Second T.	73.00
Louisiana, first T.	88.00	Third T.	73.00
Second T.	80.00	Lakenan, A. T.	77.00
Third T.	80.00	Second T.	71.00
McIntosh, N. T.	73.00	Shelbina, A.	130.00
Clarksville, A.	84.00	First T.	80.00
First T.	80.00	Second T.	78.00
Second T.	76.00	Third T.	78.00
Third T.	76.00	Lentner, A. T.	76.00
Kissenger, A. T.	79.00	Second T.	71.00
N. T.	73.00	Third T.	71.00
Annada, A. T.	80.00	Clarence, A.	83.00
Elsberry, A.	73.00	First T.	77.00
First T.	80.00	Second T.	77.00
Second T.	76.00	Third T.	77.00
Third T.	76.00	Anabel, A. T.	75.00
Foley, A. T.	75.00	Second T.	71.00
Second T.	73.00	Macon, first T.	90.00
Third T.	73.00	Second T.	80.00
Winfield, A. T.	78.00	Third T.	80.00
Old Monroe, A.	80.00	Bevier, first T.	78.00
First T.	85.00	Second T.	78.00
Second T.	85.00	Third T.	78.00
Third T.	85.00		

Station and Position.	Rate per Month.
Callao, A. T.	\$ 83.00
Second T.	73.00
Third T.	73.00
New Cambria, A. T.	83.00
Second T.	73.00
Third T.	73.00
Bucklin, A. T.	86.00
Second T.	75.00
Third T.	75.00
St. Catherine, A. T.	75.00
Second T.	71.00
Third T.	71.00
Laclede, A. O.	95.00
Second O.	78.00
Third O.	78.00
Meadville, A. O.	86.00
Second O.	78.00
Wheeling, A. O.	82.00
Second O.	72.00
Third O.	72.00
Cream Ridge, T.	69.00
Chillicothe, first O.	95.00
Second O.	80.00
Third O.	80.00
Utica, A. O.	77.00
Second O.	72.00
Mooresville, A. O.	76.00
Second O.	71.00
Third O.	71.00
Breckenridge, A. O.	83.00
Second O.	73.00
Third O.	73.00
Nettleton, A. O.	74.00
Second O.	71.00
Hamilton, A.	100.00
First O.	77.00
Second O.	77.00
Third O.	77.00
Kidder, A. O.	80.00
Second O.	71.00
Third O.	71.00
Cameron, A. O.	87.00
Cameron Jct., first O.	92.00
Second O.	92.00
Third O.	92.00
Turney, A. O.	77.00
Second O.	72.00
Third O.	72.00
Lathrop, A. O.	86.00
Second O.	78.00
Third O.	78.00
Holt, A. O.	80.00
Second O.	75.00
Kearney, A. O.	83.00
Second O.	76.00
Third O.	76.00
Chandier, A. O.	76.00
Second O.	72.00
Liberty, A.	93.00
First O.	80.00
Second O.	80.00
Third O.	80.00
Birmingham, A.	95.00
First O. L.	95.00
Second O. L.	95.00
Third O. L.	95.00
Split trick O. L.	95.00
Randolph, A. O.	84.00
Second O.	75.99
Third O.	75.00
Block 223, first T.	70.00
Second T.	70.00
Osborn, A. O.	90.80
Second O.	80.00

Station and Position.	Rate per Month.
Stewartsville, A. O.	\$ 82.00
Second O.	74.00
Third O.	74.00
Hempfle, A. O.	68.00
Easton, A. O.	78.00
Second O.	72.00
Saxton, A. O.	78.00
Second O.	72.00
Third O.	72.00

St. Joseph Division.

"RM" Office (K. C.), O.....	\$ 80.00
Murray Tower, O. L.....	95.00
O. L.....	95.00
O. L.....	95.00
Block 4, O.....	77.00
Parkville, A. O.....	80.00
O.....	75.00
O.....	72.00
Waldron, A. O.....	80.00
O.....	73.00
O.....	72.00
Farley, A. O.....	73.00
E. Leavenworth, A. O.....	77.00
Beverly, A. O.....	73.00
Weston, A. O.....	87.00
Block 31, O.....	73.00
O.....	73.00
O.....	73.00
Block 36, O.....	73.00
O.....	73.00
O.....	73.00
Iatah, A. O.....	78.00
Armour, O.....	76.00
O.....	71.00
O.....	71.00
Rushville, A. O.....	82.00
Tower 46, O. L.....	78.00
O. L.....	78.00
O. L.....	78.00
Halls, A. O.....	75.00
So. St. Joseph, A. O.....	75.00
Tower 58, O. L.....	80.00
O. L.....	80.00
O. L.....	80.00
Freight Yards, O.....	90.00
O.....	88.00
O.....	88.00
Francis Str., A. O.....	106.00
O.....	77.00
Water Works, O.....	66.00
Amazonia, A. O.....	81.00
O.....	80.00
O.....	77.00
Nodaway, A. O.....	80.00
O.....	77.00
Forbes, A. O.....	83.00
O.....	75.00
O.....	75.00
Forest City, A.....	85.00
O.....	80.00
O.....	75.00
Napier, A. O.....	91.00
O.....	85.00
O.....	80.00
Bigelow, A. O.....	86.00
O.....	71.00
Craig, A. O.....	80.00
O.....	75.00
O.....	70.00
Corning, A. O.....	83.00
O.....	72.00
O.....	72.00

SCHEDULES AND WAGE SCALES.

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Langdon, A. O.....	\$ 80.00	Oreapolis, first O. L.....	\$ 86.00
O.....	71.00	Second O. L.....	83.00
Phelps, A. O.....	75.00	Third O. L.....	83.00
Watson, A. O.....	79.00	LaPlatte, A. T.....	75.00
O.....	72.00	Bellevue, A. T.....	73.00
Hamburg, A.....	105.00	Gibson, first T.....	82.00
O.....	90.00	Second T.....	77.00
O.....	82.00	Third T.....	77.00
O.....	81.00	South Omaha, first T. and Cash.....	80.00
Payne, A. O.....	77.00	Second T. and Cash.....	77.00
O.....	72.00	Third T. and Cash.....	77.00
Percival, A. O.....	79.00	South Omaha Yard, T.....	88.00
McPaul, A. O.....	76.00	Ralston, A. T.....	78.00
O.....	65.00	Chalco, A. T.....	77.00
Bartlett, A. O.....	74.00	Second T.....	68.00
O.....	68.00	Gretna, A. T.....	75.00
Mound City, A. O.....	77.00	Second T.....	68.00
O.....	65.00	Melia, A. T.....	72.00
Maitland, A. O.....	76.00	Ashland, first O.....	90.00
Skidmore, A. O.....	78.00	Second O.....	90.00
Quitman, A. O.....	75.00	Third O.....	90.00
Clearmont, A. O.....	70.00	Greenwood, A. T.....	80.00
Braddyville, A. O.....	68.00	Second T.....	70.00
Shambaugh, A. O.....	68.00	Third T.....	70.00
Clarinda (WU), Mgr.....	70.00	Waverly, A.....	75.00
Clarinda, O.....	85.00	First T.....	72.00
O.....	75.00	Second T.....	70.00
Hepburn, A. O.....	67.00	Third T.....	70.00
Fairfax, A. O.....	78.00	Havelock, first T. and Cash.....	80.00
Tarkio, A. O.....	80.00	Cedar Creek, A. T.....	82.00
O.....	72.00	Louisville, A. T.....	82.00
Westboro, A. O.....	72.00	O.....	70.00
Northboro, A. O.....	70.00	So. Bend, A. T.....	75.00
Coin, A. O.....	75.00	Memphis, A. T.....	70.00
Derby, A. O.....	68.00	Ithaca, A. T.....	68.00
Garden Grove, A. O.....	72.00	Wahoo, A. T.....	87.00
Leon, A.....	105.00	Malmö, A. T.....	68.00
O.....	75.00	Prague, A. T.....	70.00
O.....	75.00	Edholm, A. T.....	63.00
Davis City, A. O.....	78.00	Schuyler, T.....	65.00
O.....	65.00	Wann, A. O.....	78.00
Andover, A. O.....	68.00	Yutan, A. O.....	78.00
Blythedale, A. O.....	72.00	Leshara, A. O.....	77.00
Ridgeway, A. O.....	72.00	Fremont, O. and Clerk.....	90.00
Bethany, A. O.....	105.00	Nickerson, A. O.....	77.00
O.....	70.00	Winslow, A. O.....	77.00
New Hampton, A. O.....	70.00	Uehling, A. O.....	81.00
Albany, A. O.....	105.00	Oakland, A.....	82.00
O.....	72.00	O. and Clerk.....	75.00
Ford City, A. O.....	70.00	Lyons, A. O.....	83.00
King City, A. O.....	72.00	Rosalie, A. O.....	80.00
O.....	67.00	Walthill, A. O.....	77.00
Union Star, A. O.....	72.00	O.....	75.00
Helena, A. O.....	70.00	Winnebago, A. O.....	80.00
Cosby, A. O.....	68.00	Homer, A. O.....	80.00
Lamoni, A. O.....	69.00	Dakota City, A. O.....	80.00
Kellerton, A. O.....	73.00	So. Sioux City, A. T.....	70.00
Mt. Ayr, A. O.....	95.00	Jackson, A. O.....	72.00
O.....	65.00	Goodwin, A. O.....	70.00
Delphes, A. O.....	70.00	Waterbury, A. O.....	70.00
Redding, A. O.....	68.00	Allen, A. O.....	72.00
Grant City, A. O.....	72.00	Dixon, A. O.....	70.00
Worth, A. O.....	70.00	Laurel, A. O.....	78.00
Gentry, A. O.....	72.00	Belden, A. O.....	73.00
		Randolph, A. O.....	80.00
		McLean, A. O.....	70.00
		Osmond, A. O.....	74.00
		O.....	75.00
		Breslau, A. O.....	70.00
		Plainview, A. O.....	78.00
		Brunswick, A. O.....	70.00
		Royal, A. O.....	70.00
		Orchard, A. O.....	72.00
Omaha Division.			
Omaha Pass. Station, first O.....	\$ 80.00		
Second O.....	80.00		
Third O.....	80.00		
Plattsmouth, A.....	98.00		
First O.....	88.00		
Second O.....	83.00		
Third O.....	83.00		

Station and Position.	Rate per Month.
Page, A. O.	\$ 73.00
O'Neill, A. O.	92.00

Lincoln Division.

Lincoln Yard, first T.	\$ 90.00
Second T.	90.00
Third T.	90.00
Cobb, first T.	80.00
Second T.	80.00
Third T.	77.00
Denton, A. T.	80.00
Berks, A. T.	77.00
Crete, first O.	82.00
Second O.	82.00
Third O.	82.00
Dorchester, A. T.	77.00
N. T.	75.00
Friend, A. T.	82.00
First T.	80.00
Exeter, A. T.	87.00
Exeter Tower, first T. L.	72.00
Second T. L.	72.00
Third T. L.	72.00
Fairmont, A. O.	80.00
First O.	82.00
Second O.	80.00
Third O.	80.00
Grafton, A. T.	82.00
Sutton, A.	80.00
First O.	82.00
Second O.	80.00
Third O.	80.00
Saronville, A. T.	80.00
Harvard, A. T.	92.00
Harvard Tower, first T. L.	72.00
Second T. L.	72.00
Third T. L.	72.00
Inland, A. T.	80.00
Hastings Station, first O.	90.00
Second O.	90.00
Hastings Yard, first O.	90.00
Second O.	90.00
Third O.	90.00
Juniata, A. T.	82.00
Kenesaw, A. O.	82.00
Second O.	80.00
Third O.	78.00
Lowell, A. T.	63.00
Kearney, T. and Cash.	90.00
Cushman, first T.	80.00
Second T.	80.00
Third T.	77.00
Emerald, T.	78.00
Pleasant Dale, A. T.	78.00
Milford, A. T.	83.00
Second T.	78.00
Third T.	78.00
Seward, first T. and C.	85.00
Second T.	82.00
Third T.	82.00
Seward Tower, D. L.	68.00
N. L.	68.00
Tamora, A. T.	77.00
Utica, A. T.	87.00
Second T.	78.00
Third T.	78.00
Waco, A. T.	77.00
York Tower, D. L.	68.00
N. L.	68.00
York, first T. and C.	86.00
Second T.	82.00
Third T.	82.00
Bradshaw, A. T.	82.00
Hampton, A. T.	78.00
Second T.	78.00

Station and Position.	Rate per Month.
Aurora, first T.	\$ 85.00
Second T.	87.00
Third T.	87.00
Murphy, A. T.	75.00
Phillips, A. T.	80.00
Grand Island, first T.	87.00
Second T.	85.00
Third T.	85.00
Cairo, A. T.	80.00
Second T.	80.00
St. Michael, A. T.	77.00
Ravenna, first O.	87.00
Second O.	90.00
Third O.	90.00
Giltner, A. T.	72.00
Trumbull, A. T.	72.00
Malcolm, A. T.	68.00
Germantown, A. T.	68.00
Staplehurst, A. T.	72.00
Ulysses, A. T.	72.00
Garrison, A. T.	72.00
David City, T. & C.	75.00
Bellwood, A. T.	70.00
Columbus, T. & Cash.	82.00
Marquette, A. O.	70.00
Central City, O. & C.	80.00
Archer, A. O.	68.00
Palmer, A. O.	82.00
Cushing, A. O.	68.00
Wolbach, A. O.	72.00
Brayton, A. T.	65.00
Greeley Center, A. O.	72.00
Horca, A. O.	67.00
Ord, A. O.	85.00
O. & C.	80.00
Elyria, A. T.	65.00
Burwell, A. O.	80.00
Ericson, A. T.	68.00
St. Paul, A. O.	85.00
O.	78.00
Farwell, A. O.	70.00
Ashton, A. O.	72.00
Loup City, A. O.	80.00
O. & C.	74.00
Arcadia, A. O.	70.00
Comstock, A. O.	70.00
Sargent, A. O.	82.00
O. C.	75.00
Benedict, A. T.	72.00
McCool Jct., A. O.	77.00
Lushton, A. O.	68.00
Verona, A. O.	68.00
Clay Center, A. O.	77.00
O. & C.	75.00
Spring Ranch, A. T.	68.00
Pauline, A. O.	70.00
Roseland, A. O.	70.00
Holstein, A. O.	70.00
Norman, A. O.	68.00
So. Minden, A. O.	75.00
Keene, A. O.	68.00
Ragan, A. O.	68.00
Huntley, A. O.	68.00

Wymore Division.

Atchison, D. O.	\$ 85.00
Doniphan, A. T.	63.00
Troy Jct., A. T.	62.00
Iowa Point, A. T.	62.00
Sparks, A. T.	62.00
White Cloud, A. O.	80.00
Fortescue, A. O.	80.00
N. O.	76.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Rulo, A. O.	\$ 88.00	Hickman, A. O.	\$ 90.00
Second O.	82.00	Roca, A. O.	82.00
Third O.	77.00	Wilber, A. O.	85.00
Preston, A. O.	80.50	Dewitt, A. O.	90.00
Falls City, C. & O.	95.00	Hoag, A. T.	64.00
Second O.	86.00	Beatrice, O. & C.	85.00
Third O.	86.00	Blue Springs, A. T.	67.00
Salem, A. O.	86.00	Lanham, A. T.	70.00
N. O.	78.00	Hanover, A. T.	80.00
Dawson, A. O.	85.00	Washington, A.	105.00
N. O.	77.00	D. T.	74.00
Humboldt, A.	86.00	Morrow, A. T.	74.00
O. & C.	88.00	Haddam, A. T.	75.00
Second O.	82.00	Cuba, A. T.	73.00
Third O.	80.00	Wayne, A. T.	67.00
Table Rock, A.	92.00	Hollis, A. T.	62.00
O. & Clk.	92.00	Concordia, T. & C.	80.00
Second O.	89.00	Geneva, A. O.	93.00
Third O.	89.00	O. & C.	80.00
Pawnee, O. & Cash.	88.00	Bruning, A. O.	77.00
Second O.	77.00	Hebron, A. O.	93.00
Burchard, A. O.	80.00	O. & C.	80.00
Armour, A. O.	77.00	Belvidere, A. O.	74.00
Liberty, A. O.	84.00	Stoddard, A. T.	54.00
Odell, A. T.	84.00	Angus, A. O.	68.00
Diller, A. T.	82.00	Nelson, A. O.	84.00
Endicott, A. O.	83.00	O. & C.	77.00
Helvey, A. O.	65.00	Smyrna, A. T.	52.00
Daykin, A. O.	69.00	Swanton, A. O.	72.00
Milligan, A. O.	67.00	Western, A. O.	72.00
Burruss, A. T.	52.00	Tobias, A. O.	80.00
Kesterson, A. T.	77.00	Ohiowa, A. O.	72.00
Thompson, A. T.	76.00	Strang, A. O.	72.00
Reynolds, A. T.	82.00	Shickley, A. O.	73.00
Hubbell, A. T.	82.00	Ong, A. O.	70.00
Chester, A. O.	85.00	Edgar, A. O.	98.00
T. & C.	78.00	O. & C.	82.00
Byron, A. T.	78.00	Deweese, A. O.	72.00
Hardy, A. T.	85.00	Lawrence, A. O.	80.00
Superior, C. & O.	92.00	Rosemont, A. O.	70.00
Second O.	78.00	Bladen, A. O.	73.00
Third O.	76.00	Campbell, A. O.	73.00
Bostwick, A. T.	78.00	Upland, A. O.	73.00
Guide Rock, A. T.	78.00	Hildreth, A. O.	73.00
Brownville, A. O.	75.00	Wilcox, A. O.	78.00
Peru, A. O.	74.00	Sacramento, A. T.	52.00
Neb. City, O. & C.	91.00		
Second O.	79.00	McCook Division.	
Third O.	76.00	Heartwell, A. O.	\$ 85.00
Dunbar, A. O.	79.00	Minden, A. O.	75.00
Syracuse, A. O.	80.00	First O.	84.00
O. & C.	76.00	Second O.	82.00
Unadilla, A. O.	75.00	Third O.	82.00
Palmyra, A. O.	75.00	Axtell, A. O.	80.00
Bennett, A. O.	75.00	Funk, A. O.	80.00
Cheneys, A. O.	72.00	Holdrege, first O.	87.00
Verdon, A. O.	70.00	Second O.	88.00
Shubert, A. O.	70.00	Third O.	88.00
Nemaha, A. O.	75.00	Atlanta, A. O.	78.00
Auburn, O. & Clk.	80.00	Mascot, A. O.	82.00
Johnson, A. O.	75.00	Oxford, A. O.	89.00
Graf, A. O.	70.00	First O.	88.00
Vesta, A. O.	72.00	Second O.	88.00
Crab Orchard, A. O.	72.00	Third O.	88.00
Filley, A. O.	72.00	Edison, A. O.	78.00
Elk Creek, A. O.	84.00	N. O.	78.00
Tecumseh, A.	85.00	Arapahoe, A. O.	80.00
C. & O.	92.00	Second O.	79.00
Second O.	82.00	Third O.	79.00
Smartville, A. O.	78.00	Holbrook, A. O.	80.00
Sterling, A. O.	90.00	Cambridge, A. O.	80.00
Adams, A. O.	90.00	Second O.	79.00
Firth, A. O.	90.00	Third O.	79.00
Second O.	77.00	Bartley, A. O.	78.00
		N. O.	78.00

Rate per
Month.Rate per
Month.

Station and Position.	Rate per Month.
Indianola, A. O.....	\$ 80.00
Second O.....	80.00
Third O.....	80.00
Culbertson, A. O.....	80.00
Second O.....	82.00
Third O.....	82.00
Trenton, A. O.....	81.00
Second O.....	80.00
Third O.....	78.00
Stratton, A. O.....	80.00
Second O.....	80.00
Third O.....	78.00
Max, A. O.....	80.00
Benkelman, A. O.....	76.00
Second O.....	80.00
Third O.....	80.00
Parks, A. O.....	80.00
N. O.....	80.00
Haigler, A. O.....	80.00
Second O.....	80.00
Third O.....	80.00
Laird, A. O.....	80.00
Wray, A. O.....	76.00
First O.....	80.00
Second O.....	83.00
Third O.....	83.00
Eckley, A. O.....	82.00
Second O.....	82.00
Third O.....	82.00
Yuma, A. O.....	83.00
Second O.....	81.00
Third O.....	81.00
Otis, A. O.....	82.00
Second O.....	80.00
Third O.....	78.00
Akron, first O. & Cash.....	93.00
Second O.....	91.00
Third O.....	91.00
Pinneo, A. O.....	80.00
Brush, first O. & Cash.....	90.00
Second O.....	90.00
Third O.....	90.00
Ft. Morgan, first O. & Cash.....	91.00
Second O.....	88.00
Third O.....	88.00
Wiggins, A. O.....	80.00
Second O.....	80.00
Third O.....	80.00
Crest, A. O.....	80.00
Rogren, A. O.....	82.00
Second O.....	80.00
Third O.....	80.00
Keenesburg, A. O.....	80.00
Second O.....	80.00
Hudson, A. O.....	83.00
Second O.....	82.00
Third O.....	82.00
Barr, A. O.....	80.00
Second O.....	78.00
Derby, A. O.....	80.00
Second O.....	80.00
Denver Yard, 31st St., Clk. & O.....	92.00
Denver Yard, 23d St., C. & O.....	87.00
Burns Jct., A. O.....	84.00
Lafayette, A. O.....	105.00
O.....	82.00
Erie, A. O.....	85.00
Longmont, O. & C.....	95.00
Lyons, A. O.....	95.00
O.....	75.00
Ayr, A. O.....	78.00
Blue Hill, A. O.....	78.00
Cowles, A. O.....	78.00

Station and Position.	Rate per Month.
Red Cloud, first O. & Cash.....	\$ 90.00
Second O.....	86.00
Third O.....	88.00
Inavale, A. O.....	82.00
Riverton, A. O.....	82.00
Franklin, A. O.....	77.00
O.....	73.00
Bloomington, A. O.....	82.00
Naponee, A. O.....	82.00
Republican, A. O.....	92.00
First O.....	83.00
Second O.....	83.00
Alma, A. O.....	75.00
First O.....	80.00
Second O.....	80.00
Orleans, A. O.....	92.00
Second O.....	83.00
Third O.....	83.00
Woodruff, A. O.....	78.00
Long Island, A. O.....	77.00
Almena, A. O.....	82.00
Norton, C. O.....	85.00
Cronoque, A. O.....	77.00
Norcatur, A. O.....	73.00
Kanona, A. O.....	75.00
Oberlin, A. O.....	77.00
Stamford, A. O.....	73.00
Beaver City, A. O.....	73.00
O. Clk.....	75.00
Hendley, A. O.....	73.00
Wilsonville, A. O.....	73.00
Lebanon, A. O.....	76.00
Danbury, A. O.....	74.00
Marion, A. O.....	75.00
Cedar Bluffs, A. O.....	73.00
Traer, A. O.....	75.00
Herndon, A. O.....	76.00
Ludell, A. O.....	74.00
Atwood, A. O.....	74.00
McDonald, A. O.....	73.00
Bird City, A. O.....	74.00
St. Francis, A. O.....	82.00
O. Clk.....	75.00
Palisade, A. T.....	77.00
Wauweta, A. T.....	75.00
Imperial, A. T.....	82.00

Alliance Division.

Sweetwater, A. O.....	\$ 82.00
Hazard, A. O.....	82.00
Litchfield, A. O.....	85.00
Second O.....	82.00
Third O.....	82.00
Mason, A. O.....	85.00
Ansley, A. O.....	82.00
Second O.....	82.00
Third O.....	82.00
Berwyn, A. O.....	82.00
Broken Bow, A.....	85.00
First O.....	90.00
Second O.....	90.00
Third O.....	90.00
Merna, A. O.....	88.00
Second O.....	82.00
Anselmo, A. O.....	82.00
Second O.....	82.00
Third O.....	82.00
Dunning, A. O.....	85.00
Second O.....	82.00
Halsey, A. O.....	82.00
Second O.....	82.00
Third O.....	82.00
Thedford, A. O.....	85.00
Second O.....	82.00
Third O.....	82.00

Station and Position.	Rate per Month.	Sheridan Division. Station and Position.	Rate per Month.
Seneca, A.	\$100.00	Dewey, A. O.	\$ 82.00
First O.	95.00	Second O.	82.00
Second O.	95.00	Clifton, first O.	82.00
Third O.	95.00	Second O.	82.00
Mullen, A. O.	85.00	Third O.	82.00
Second O.	82.00	Cambria, A. O.	80.00
Hecia, A. O.	82.00	Newcastle, first O.	95.00
Second O.	82.00	Second O.	95.00
Third O.	82.00	Third O.	95.00
Whitman, A. O.	85.00	Osage, D. O.	84.00
Second O.	82.00	Upton, A. O.	82.00
Third O.	82.00	Second O.	90.00
Hyannis, A. O.	85.00	Third O.	90.00
Second O.	82.00	Moorcroft, A.	82.00
Third O.	82.00	First O.	90.00
Ashby, A. O.	82.00	Second O.	90.00
Bingham, A. O.	82.00	Third O.	90.00
Ellsworth, A. O.	85.00	Rozet, A. O.	82.50
Second O.	82.00	Second O.	82.00
Third O.	82.00	Gillette, first O.	100.00
Lakeside, A. O.	83.00	Second O.	100.00
Second O.	82.00	Third O.	100.00
Third O.	82.00	Oriva, first O.	82.00
Antioch, A.	82.00	Second O.	82.00
First O.	82.00	Third O.	82.00
Second O.	82.00	Felix, A. O.	82.00
Third O.	82.00	Echeta, A. O.	82.00
Hoffland, A.	82.00	Second O.	82.00
First O.	82.00	Third O.	82.00
Hemingford, A.	82.00	Arvada, A. O.	82.00
First O.	82.00	Second O.	82.00
Second O.	82.00	Third O.	82.00
Third O.	82.00	Clearmont, A.	82.00
Marsland, A. O.	82.00	O. C.	97.00
Second O.	82.00	Second O.	90.00
Third O.	82.00	Third O.	90.00
Belmont, A. O.	82.00	Ulm, A. O.	85.00
Second O.	82.00	Second O.	85.00
Third O.	82.00	Third O.	85.00
Rutland, first O.	82.00	Verona, A. O.	85.00
Second O.	82.00	Second O.	85.00
Crawford, first O.	98.00	Third O.	85.00
Second O.	98.00	Dietz, A. O.	105.00
Third O.	98.00	Second O.	90.00
Orella, A. O.	82.00	Alger, A.	120.00
Second O.	82.00	First O.	100.00
Third O.	82.00	Second O.	92.00
Ardmore, A. O.	82.00	Third O.	90.00
Second O.	82.00	Ranchester, A. O.	85.00
Third O.	82.00	Second O.	85.00
Provo, A. O.	82.00	Third O.	85.00
Second O.	82.00	Parkman, A. O.	83.00
Third O.	82.00	Second O.	84.00
Edgemont, first O.	100.00	Third O.	84.00
Second O.	100.00	Wyola, A. O.	83.00
Third O.	100.00	Second O.	82.00
Fourth O.	92.50	Third O.	82.00
Fifth O.	92.50	Lodgegrass, A. O.	78.00
Minnekahta, A. O.	77.00	Ionia, O.	82.00
Hot Springs, A.	87.00	Crow Agency, A. O.	84.00
D. O.	85.00	Second O.	85.00
Pringle, A. O.	79.00	Third O.	85.00
Custer, A. O.	85.00	Hardin, A.	78.00
Hill City, A. O.	85.00	First O.	90.00
Mystic, A. O.	85.00	Second O.	90.00
Keystone, A. O.	77.00	Third O.	90.00
Englewood, A. O.	103.00	Toluca, A. O.	85.00
Pluma, A. O.	87.00	Second O.	85.00
Terry, A. O.	77.00	Corinth, A. O.	85.00
Spearfish, A. O.	80.00	Second O.	85.00
Nemo, A. O.	77.00	Ballantine, A. O.	80.00
Rochford, A. O.	79.00		
Lead, D. O.	90.00		
		Sterling Division.	
		Loomis, A. O.	\$ 70.00
		Bertrand, A. O.	70.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Smithfield, A. O.....	\$ 70.00	Lovell, A.....	\$ 80.00
Elwood, A. O.....	70.00	O.....	83.00
Eustis, A. O.....	70.00	O.....	83.00
Farnam, A. O.....	70.00	Kane, A. O.....	80.00
Moorefield, A. O.....	70.00	Greybull, A.....	87.00
Curtis, D. O. Cash.....	83.50	First O.....	86.00
N. O.....	80.00	Second O.....	86.00
Maywood, A. O.....	70.00	Third O.....	86.00
Wellfleet, A. O.....	70.00	Basin, A.....	80.00
Dickens, A. O.....	70.00	First O.....	85.00
Wallace, A. O.....	70.00	Second O.....	83.00
Madrid, A. O.....	70.00	Manderson, A. O.....	83.00
Elsie, A. O.....	70.00	O.....	83.00
Grant, A. O.....	70.00	Worland, A.....	85.00
Venango, A. O.....	70.00	First O.....	83.00
Amherst, A. O.....	70.00	Second O.....	83.00
Holyoke, A. O.....	70.00	Chatham, A. O.....	83.00
D. O.....	80.00	Kirby, A.....	90.00
Paoli, A. O.....	70.00	First O.....	87.00
Haxtun, A. O.....	70.00	Second O.....	87.00
Fleming, A. O.....	70.00	Third O.....	87.00
Stoneham, A. O.....	70.00	Thermopolis, A.....	85.00
Raymer, A. O.....	70.00	First O.....	85.00
Keota, A. O.....	70.00	Second O.....	83.00
Grover, A. O.....	70.00	Bonneville, A.....	86.00
Carpenter, A. O.....	70.00	First O.....	83.00
Hillrose, A. O.....	75.00	Second O.....	83.00
Padroni, A. O.....	70.00	Third O.....	83.00
Peetz, A. O.....	80.00	Lysite, A. O.....	80.00
Sidney, O. & Clk.....	80.00	Arminto, A. O.....	83.00
Second O.....	80.00	Second O.....	83.00
Third O.....	80.00	Third O.....	83.00
Gurley, A. O.....	75.00	Powder River, A. O.....	83.00
Dalton, A. O.....	75.00	O.....	83.00
Bridgeport, O. & Clk.....	87.00	Bucknum, A. O.....	83.00
Second O.....	87.00	Glencross, O.....	83.00
Third O.....	87.00	Douglas, first O. Cash.....	95.00
Angora, A. O.....	75.00	Second O.....	83.00
O.....	80.00	Third O.....	83.00
Bayard, A. O.....	75.00	Glendo, A. O.....	80.00
First O.....	80.00	O.....	80.00
Second O.....	80.00	Wendover, A.....	90.00
Minatare, A. O.....	75.00	First O.....	85.00
O.....	80.00	Second O.....	85.00
Scottsbluff, first O.....	80.00	Third O.....	85.00
Second O.....	80.00		
Mitchell, A. O.....	75.00		
O.....	80.00		
Morrill, A. O.....	75.00		
First O.....	80.00		
Second O.....	80.00		
Henry, A. O.....	75.00		
Torrington, A. O.....	75.00		
First O.....	80.00		
Second O.....	80.00		
Lingle, A. O.....	75.00		
FT. Laramie, A. O.....	75.00		
Guernsey, O. & Clk.....	87.00		
Second O.....	87.00		
Third O.....	87.00		
Casper Division.			
East Bridger, A. O.....	\$ 83.00		
Warren, A. O.....	83.00		
Frannie, A. O.....	88.00		
First O.....	85.00		
Second O.....	85.00		
Third O.....	85.00		
Cody, A.....	82.00		
Cash. O.....	90.00		
Powell, A. O.....	80.00		
Cash. O.....	90.00		
Garland, A. O.....	83.00		
Cowley, A. O.....	83.00		
O.....	83.00		

RULE II.

When new positions are created, they will be added to the list covered by Rule I, and compensation will be arranged in conformity with positions of the same class shown in this schedule. The rates so made to be subject to revision by agreement, if appeal is made within 30 days.

ROAD DIVISION RULES.

RULE III.

Working Hours.

(a) At offices where but one telegrapher is employed, ten consecutive hours, commencing between 5:30 and 8:30 a. m. or p. m., including meal hour, will constitute a day's work.

(b) At offices where two telegraphers are employed covering a period not exceeding thirteen hours, ten consecutive hours, commencing between 5:30 and 8:30 a. m. or p. m., and including a meal hour, will constitute a day's work.

(c) At offices where two telegraphers are employed, working a portion of the day and a portion of the night a total of more than

thirteen hours, nine consecutive hours will constitute a day's work.

(d) At offices where three or more telegraphers are employed, eight consecutive hours will constitute a day's work, first trick to commence at or between 7:00 and 8:00 a. m.

(e) Agent-operators not required to receive or transmit train orders or block trains will not be counted under sections (a), (b), (c) and (d) but will come within the provisions of section (a).

Levermen.

(f) Twelve consecutive hours will constitute a day's work for levermen who do no wire work.

(g) Except as hereinbefore provided, a regular working day shall consist of eleven consecutive hours, including a meal hour, generally from 7:00 a. m. to 6:00 p. m., or from 7:00 p. m. to 6:00 a. m.

RULE IV.

Meal Hour,

(a) Day or night telegraphers, except those also performing the duties of levermen, who work in excess of 9 consecutive hours and not allowed one hour for meal between 11:30 and 2 o'clock noon or midnight, will receive one hour overtime for each meal hour missed within the time specified, when held on duty by proper authority.

(b) When the meal hour is worked 30 minutes will be given for lunch at the first opportunity. When the hours are assigned the meal hour will be designated.

RULE V.

Working Hours.

The arrangement of working hours on road divisions to be the same each day of the week, excepting as provided for in the Sunday rule, and not subject to change to avoid overtime.

RULE VI.

Temporary Offices.

Telegraphers performing duties at temporary offices, wrecks, washouts, slides, snow blockades or other similar emergency offices, will receive a minimum of \$2.75 per day of eight hours or less and overtime at regular overtime rates, and actual living expenses while away from home. Time will be computed from time they start until they return, except for such time as they may be relieved from duty.

RULE VII.

Pumps.

(a) If telegraphers are required to run pumps they will be paid \$7.50 per month for gasoline pumps and \$10.00 per month for steam pumps in addition to their regular pay.

Crossing Gates.

(b) Telegraphers operating crossing gates (except gates operated electrically) for two hours or more per day will receive \$3.00 per month in addition to their regular pay.

RULE VIII.

Tending Lights.

At stations where section men, porters, or helpers are employed, telegraphers will not be required to tend switch, crossing gate, home or distant semaphore lights.

Telegraphers are required to care for train order signal lights on one mast only. Where there are more than two of these lights at any station, telegraphers will be relieved of the work or paid for excess number of lights at the rate specified herein.

At stations where there are no other employees, telegraphers may be required to care for two switch or semaphore lights without additional compensation. When more than two are required to be cared for, they will be paid 50 cents per month per light for such additional lights.

Telegraphers may be required to extinguish any train order and block signal lights when station is closed.

Night telegraphers are expected to relight any switch or semaphore lamp that may become extinguished at night.

RULE IX.

Train Orders.

The handling of train orders at stations where a telegrapher is employed will be confined to employees covered by this schedule and train dispatchers, provided the telegrapher can be promptly located and is available.

RULE X.

Working Hours Changed.

When positions are changed from basis of one number of hours to another number of hours constituting a day's work, the rate of pay will be adjusted to conform to positions of the same class and basis on that division.

RULE XI.

Reduction of Office Force.

When reducing the force in a road division office, the service of the youngest telegrapher will, other things being equal, be dispensed with first.

Telegraphers whose services are thus dispensed with shall retain their road division seniority rights provided they re-enter the service within six months, and provided they keep the superintendent informed of their address and are ready to respond promptly when called.

RULE XII.

Vacancies, Relief Agent or Telegrapher.

When vacancies occur, or additional position of relief agent or telegrapher is created, notice of same will be furnished all telegraphers in order that they may present their applications for consideration.

RULE XIII.

Relief Work by Assigned Telegrapher.

Assigned telegraphers will not be required to do relief work except in case of emergency. When required to perform such service at other than the station to which they are assigned, they will suffer no loss of compensation in changing from one position to another and will receive the compensation of the positions in which they do relief work, but not less than \$1 per day greater

than the compensation of their assigned positions. This does not apply to telegraphers who voluntarily accept relief work.

RULE XIV.

Relief Work by Extra Men.

Extra men other than relief agents will receive the same rate of pay as the men they relieve.

Extra telegraphers who have performed initial service, transferred to another position by proper authority, will be paid under Rule XXVII but not less than 35 cents per hour for actual time consumed in dead-heading.

RULE XV.

Auditor's Check.

Telegraphers desiring to be checked in by an auditor after reporting for duty following a leave of absence will give the proper officer notice of such desire. If check is delayed beyond five days the telegrapher will be paid for all time held out of service on that account.

RULE XVI.

Transfers.

When telegraphers are transferred to accept bulletined positions, incoming and outgoing telegraphers will be allowed pay for the day on which transfer is made, at old and new position, on basis of pay of position vacated, except that in case the telegrapher transferred works both old and new position in same day, but one day's pay will be allowed. Incoming telegraphers held by order of the company awaiting check will be paid salary of position they are leaving for time so held.

RULE XVII.

Care of Stations.

Telegraphers will not be required to shovel snow, mow lawns or scrub out-buildings.

Telegraphers will not be required to scrub stations. This will not apply to block offices and cabins nor to certain stations where the duties are particularly light.

Telegraphers will see that their stations are kept neat and clean.

RULE XVIII.

Service Records.

Service records of telegraphers of road divisions will be kept in the office of the division superintendents, where telegraphers will be accorded the privilege of inspecting their individual record.

RELAY DIVISION RULES.

RULE XIX.

Working Hours.

Eight consecutive hours will constitute a day's work for telegraphers in relay offices, provided those whose hours of service are between 7 a. m. and 6 p. m. may be given a designated meal hour, which will not be counted, beginning between 11:30 a. m. and 1:00 p. m.

Meal Hour.

The meal hour will be given at the designated time each day except in case of emergency.

RULE XX.

Seniority.

Office seniority will rule in all offices under the jurisdiction of the superintendent of telegraph, and the vacant position in each office will be bulletined.

Relay seniority rights will extend over the entire relay division.

RULE XXI.

Reduction of Force.

When reducing force in a relay office, relay division seniority will govern and a telegrapher so reduced will have the right to displace the youngest telegrapher holding a regular position in the relay division.

Telegraphers whose services are thus dispensed with shall retain relay division seniority rights provided they re-enter the service within six months, and provided they keep the superintendent of telegraph informed of their address and are ready to respond promptly when called.

RULE XXII.

Service Record.

Service records of telegraphers of relay division will be kept in the office of the superintendent of telegraph, where telegraphers will be accorded the privilege of inspecting their individual record.

GENERAL RULES.

RULE XXIII.

Overtime.

(a) Except as hereinafter provided for extra calls, overtime will be paid all telegraphers required to remain on duty by proper authority in excess of regularly established hours, with a minimum rate of 50 cents per hour for telegraphers in relay offices, and 35 cents per hour for other telegraphers; except where schedule rate pro rata is greater, when the schedule rate will apply.

In computing overtime 30 minutes or less will not be counted; over 30 minutes will be counted one hour. Time over one hour to be computed to the nearest half hour.

(b) Telegraphers will be notified by the proper official without delay when claim for overtime or for compensation on any other account is disallowed.

RULE XXIV.

Calls.

Telegraphers called outside of their regular hours will be allowed 65 cents for the first hour, for any part thereof, and 35 cents for each additional hour, except in relay offices they will receive 50 cents for each additional hour.

RULE XXV.

Sunday Hours.

(a) So far as possible telegraphers will be excused from duty on Sunday.

(b) Telegraphers in relay offices required to work on Sunday or a holiday will be paid pro rata for all Sunday and holiday work. All Sunday and holiday work to be consecutive. Holidays referred to are New Year's, July 4th, Thanksgiving and Christmas.

(c) Telegraphers in offices other than those covered in section (b) required to perform any service on Sunday, will be allowed extra pay pro rata, with a minimum of one hour for each time they are required to report, for all Sunday work within the assigned Sunday hours, assigned Sunday hours to be within the spread of the week-day assignment. For all service on Sunday outside of the assigned Sunday hours they will be allowed overtime as per overtime rules.

RULE XXVI.

Attending Court.

Telegraphers attending court or inquest under instructions from the superintendent will be paid full time for time lost, and living expenses if away from home; if no time is lost actual time at their overtime rates will be allowed while so engaged outside their working hours; the company to receive the witness fee. Telegraphers attending company investigations will be paid full rates for time lost when not found at fault.

RULE XXVII.

Company Transfers.

Telegraphers transferred by order of the company will be paid pro rata for the time necessary to make the change on basis of position vacated.

RULE XXVIII.

Fines.

Telegraphers will not be required to pay fines on account of breakage.

RULE XXIX.

Vacancies and Promotions.

When vacancies occur or new positions are created they will be bulletined within 5 days to all offices on the division, and will be filled within 25 days, by promotion of telegraphers on their respective divisions in accordance with the following conditions:

- Seniority in service,
- Fitness for position,
- Previous record for faithful service.

Other things being equal, seniority will govern.

Telegraphers must file applications within 10 days of the date of the bulletin.

Telegraphers may accept any position bulletined to which by seniority rights under provisions of this rule they may be entitled.

RULE XXX.

Seniority.

Seniority will be effective only when vacancies occur or new positions are created, except that a telegrapher losing his assigned position in the road service through no fault of his own will have the right, if older in the service and ability is sufficient, to displace the youngest telegrapher in the service on that division, provided that such telegrapher has not to exceed one year's seniority rights.

RULE XXXI.

Seniority Rights.

(a) Seniority rights will date from the last time of entering the service, and will extend over each division superintendent's district only.

(b) A telegrapher covered by this agreement accepting an official position with the railroad company, or with the Order of Railroad Telegraphers, will retain his seniority rights on his division and may by the consent of the management return to the position he vacated, during the incumbency of the official position.

(c) Telegraphers desiring positions in relay division may file applications for same with superintendent of telegraph.

Road division men accepting positions in relay offices or relay division telegraphers accepting positions on road divisions will retain their seniority rights on division from which promoted for a period of one year.

RULE XXXII.

Positions Reopened.

Where a position has been closed three months or the incumbent thereof has been regularly assigned to another position, the position will be bulletined as per Rule XXIX when reopened for business.

RULE XXXIII.

Notice of Selection.

The proper official will advise the local chairman of all applications received and the name of the person selected. If any telegrapher declines to accept promotions offered him he will not lose his seniority rights thereby.

RULE XXXIV.

Telegrapher Not Qualified.

When a telegrapher is transferred, and after a fair trial is found not qualified for the position, he will be placed on the extra list, but will retain his seniority.

RULE XXXV.

Employment of Additional Telegraphers.

(a) When it becomes necessary to employ additional telegraphers superintendents will, at their discretion, and so far as practicable, employ telegraphers from other divisions of the system who are satisfactory and have a good record.

Vacancies in Non-Scheduled Positions.

(b) Vacancies in non-scheduled positions in the station service will be filled as far as practicable by telegraphers on their respective divisions.

Vacancies in non-scheduled positions in the relay service will be filled as far as practicable by telegraphers in the relay division.

RULE XXXVI.

Additional Telegraphers, Relay Service.

Additional telegraphers will not be employed in the relay service when positions can be filled by telegraphers from road divisions.

RULE XXXVII.

Trading Positions.

Trading positions will not be permitted either in relay division or on road divisions.

RULE XXXVIII.

Revised Seniority List.

A revised seniority list of telegraphers of each division will be furnished the general

chairman and the local chairmen on July 1st of each year.

RULE XXXIX.

Discipline.

In case of suspension or discharge of any telegrapher, he may, if he desires, have a thorough investigation by the proper officers. Such desire shall be signified in writing within 10 days of the date of suspension or discharge, and the investigation shall be begun as soon as possible, but within 10 days of such notice, and proceed with as little interruption as may be until completed. The telegrapher shall have full opportunity to present his case and offer testimony, and may be accompanied by a fellow employee. If the suspension or dismissal shall be found to have been without just cause, the telegrapher shall be reinstated and paid for the time lost.

RULE XL.

Service Letters.

When telegraphers who have been in the service three months or more leave the service, they shall, if they so desire, be furnished a letter stating time, kind and character of service, and whether leaving on account of resignation or dismissal.

RULE XLI.

Vacations.

Telegraphers serving continuously two years or more as such, who are required

to work ten or more hours and whose bulletined hours include Sunday service will be granted seven days' vacation annually with full pay as per scheduled rates covering position occupied; and if such vacation is not granted, will receive in lieu thereof one-half such pay for seven days.

RULE XLII.

Supplying Schedules.

Telegraphers will be furnished a copy of this schedule and wage scale.

RULE XLIII.

Date Effective and Duration.

The above agreement as to rules and rates of pay shall be effective from August 1, 1917, and under mediation agreement will continue in force for one year from November 22, 1917, and thereafter subject to thirty days' notice by either party to the other.

Accepted by:

L. B. ALLEN,
General Manager, Lines East.
G. W. HOLDREGE,
General Manager, Lines West.
For the Company.
W. F. DENTON,
General Chairman.
J. H. ROGERS, Jr.,
General Secretary and Treasurer.
For the Telegraphers.

Chicago and Eastern Illinois Railroad

No. 7.

The rates of pay as shown and the following rules govern the compensation and the service of Telegraphers employed by the Chicago & Eastern Illinois Railroad, the rates of pay being effective February 1, 1917, and the rules July 1, 1917.

ARTICLE I.

Telegraphers Defined.

All employees performing the duties of a telegrapher or telephoner, except train dispatchers, whether termed telegraphers, telephoners, agent-telegraphers, or otherwise; also such agents and levermen and other employees as are specified in the wage scale will be considered telegraphers within the meaning of this agreement.

ARTICLE II.

Basis of Day.

(a) Where but one telegrapher is employed in 24 hours, eleven consecutive hours, including meal hour, commencing between 6:00 and 8:00 a. m. or 6:00 and 8:00 p. m., will constitute a day's work, except as provided in paragraph (d). This paragraph will apply to telegraphers who are exclusive agents or clerks, who are not required to do telegraphing at stations where two or more telegraphers are employed, also to the telegrapher where but one is employed in addition to the agent working the same hours, as per paragraphs (b) and (c) of this article.

(b) Where two or more than three telegraphers are employed, eight consecutive hours will constitute a day's work, hours to be fixed by the superintendent; provided, telegraphers employed in general and division offices, also Mitchell Yard, may be permitted to have meal hour and work a total of eight hours in a nine-hour period.

Where exclusive levermen are employed, twelve consecutive hours, including meal hour, will constitute a day's work.

(c) Where three telegraphers are employed, eight consecutive hours will constitute a day's work, except at stations where three telegraphers are employed, and the agent works first trick, nine consecutive hours will constitute a day's work. Provided, that where the station work will permit, the hours will be adjusted, after investigation, so that each man will work eight consecutive hours.

Where three telegraphers are employed, first trick to commence at 7:00 a. m.

Sunday Hours.

(d) So far as business will permit, telegraphers will be excused on Sunday without reduction of pay.

Where one telegrapher is employed, five consecutive hours will constitute a day's work on Sunday, except on branches where no regular passenger trains are operated on Sunday, three consecutive hours will constitute a day's work on Sunday, the hours to be arranged by the superintendent and to be within the regular week-day period.

ARTICLE III.

Overtime.

(a) Telegraphers held on duty after their regular hours by proper authority shall be paid overtime.

(b) Overtime will be computed pro rata, with a minimum of fifty cents (50c) per hour in "GO", Chicago, "XN" Danville, "OW" Salem, "D" Evansville, and thirty-five cents (35c) per hour in all other offices.

(c) In computing overtime, less than thirty minutes will not be counted; thirty minutes and less than sixty minutes will be counted as one hour.

(d) Overtime will not be allowed unless slips are mailed to proper official within twenty-four hours after the service is performed.

(e) If, for any reason, overtime is not allowed, claimant will be notified within ten days, with explanation.

ARTICLE IV.

Meal Hour.

(a) Telegraphers required to work more than nine hours per day will be allowed sixty consecutive minutes for meal hour between 11:00 o'clock and 1:00 o'clock, day or night—except at stations where the time of trains is such as to prevent a full hour for meals between 11:00 o'clock and 1:00 o'clock; the superintendent will designate a meal hour at that station not subject to temporary change, such meal period to be as near to 11:00 o'clock and 1:00 o'clock as is possible, provided the meal hour must be between 11:00 o'clock and 2:00 o'clock. Should less than one hour for meals be given, the telegrapher will be excused for thirty minutes at the first opportunity and allowed one hour overtime.

(b) Where exclusive levermen cannot be excused for full sixty (60) minutes for meals as provided in this article, the thirty (30) minutes provision will not apply.

ARTICLE V.

Special Calls.

(a) A telegrapher required to meet trains within one hour after the expiration of his day shall be paid thirty-five cents (35c) for his services, remaining on duty one hour, if necessary. If longer than one hour, he shall be allowed overtime thereafter.

(b) Telegraphers called or instructed to come on duty by competent authority, outside of regular established hours (except as provided for in this article) will be allowed fifty cents (50c) for the service and first hour, and overtime thereafter.

Handling of Train Orders.

(c) No other employe except train dispatcher and those covered by this schedule, will be permitted to handle train orders at places where a telegrapher is located except that in an emergency the telegrapher will be called or the conductor may call the dispatcher and take care of the emergency, the telegrapher to be paid for the call if available.

This applies only where train orders or authority, written or verbal, is issued by

train dispatchers to trains to move ahead of or against superior trains.

ARTICLE VI.

Switch and Signal Lights.

(a) At stations where sectionmen are located, telegraphers will not be required to take care of switch lights or semaphore lights (other than train order and manual block signals), but must see that they are kept burning; where regular lampmen are employed, they will clean and fill train-order signal lamps and manual block lamps on their regular trips over their territory, but will not be required to light train-order and manual block signal lamps except at their established headquarters' station.

(b) At stations where no sectionmen reside, telegraphers required to care for switch and fixed signal lights (other than train-order and manual block signal lamps) shall be allowed seventy-five cents (75c) per light per month. They will not be required to attend lights at a distance greater than one-half mile from office.

Telegraphers will take care of train-order and block signal lights except as provided by paragraph (a).

Platform Lights.

(c) Telegraphers will not be required to take care of platform lights where lampmen or sectionmen are located, but will be required to light and extinguish them. When required to care for them, they shall be allowed seventy-five cents (75c) per month, maximum of two (2) lamps.

ARTICLE VII.

Pumps.

(a) Telegraphers required to run gasoline or steam pumps shall receive not less than \$10.00 per month additional for such service.

Gates.

(b) Telegraphers handling street-crossing gates shall receive \$7.50 per month additional for such service.

ARTICLE VIII.

Attending Court.

Telegraphers attending court as company witnesses will be paid for all time lost; and if at point other than home station, will be allowed expenses at the rate of \$2.00 per day.

ARTICLE IX.

Transfers.

(a) A regularly assigned telegrapher transferred, or to accept a bulletined position, will be furnished free transportation for himself, family and household goods. If such transfer requires loss in pay, such lost time will be allowed at the regular rate for the position transferred. The outgoing telegrapher will also be paid for the day on which the transfer is made.

(b) When telegraphers are temporarily transferred to positions paying less rates than their regular assignment, they will be paid at their regular wages. If transferred to position paying higher rates, they will be paid at the higher rates.

(c) When required to leave home town, a regularly assigned telegrapher transferred

from regular position to work extra, will be paid one dollar per calendar day for expenses in addition to regular rate of pay, computed until returned to regular position or relieved.

(d) Telegraphers desiring to be checked in after leave of absence shall give the superintendent at least five (5) days' notice. If check is delayed longer than this they shall then receive pay at the regular rate for such station for such additional time as they are held out of service.

(e) Employees performing service as extra telegraphers (salaried relief agents excepted) will be paid thirty-five cents (35c) per hour while in transit, computed from leaving time of train upon which instructed to travel, until arriving at station where work is to be performed, but the amount is not to exceed \$1.75 in any instance.

ARTICLE X.

Commissions.

Should commissions be discontinued, causing loss in compensation, adjustment in salaries affected will be made.

ARTICLE XI.

Students.

(a) Telegraphers will not be required to teach telegraphy to any person or persons nor to admit students to their offices. They shall not teach telegraphy without permission from the superintendent.

Scrubbing.

(b) Telegraphers will not be required to scrub floors or wash windows in depots nor to clean out buildings, but will see that their stations are kept neat and clean, and will report to the superintendent when the station needs special attention.

Batteries.

(c) Telegraphers will not be required to clean main or local batteries where more than ten cells are located or used.

ARTICLE XII.

Promotion.

(a) To warrant promotion, faithful, intelligent and courteous discharge of duty, with capacity for greater responsibility, must obtain. When these are sufficient, seniority will govern.

(b) A telegrapher declining promotion does not thereby forfeit seniority.

(c) When telegraphers are transferred and, after a fair trial, are found to be unable to handle the new position, they shall be placed on the extra list, but will retain their seniority.

ARTICLE XIII.

Seniority List.

(a) A revised seniority list of telegraphers eligible to positions covered by this schedule will be furnished by the superintendents to the general chairman and the local chairmen of their respective divisions, during January and July each year.

(b) Seniority shall be co-extensive with the division of each superintendent, except that a telegrapher on any division may bid

in a position in "GO" Chicago and retain his division seniority.

When new positions are added to or included in the schedule, the telegrapher in such position shall be given seniority from the date he last entered telegraph or station service.

Operators in service in "GO" office without division seniority on November 1, 1911, shall acquire seniority on the Chicago Division from the date they last entered service as telegrapher.

Office seniority shall apply in "GO" Chicago, "XN" Danville, "OW" Salem, and "D" Evansville.

(c) Seniority will only be effective when vacancies occur or new positions are created, and trading positions will not be permitted.

(d) Telegraphers covered by this schedule assigned to other service of the company will retain their seniority which has accrued in the scheduled positions so long as they remain in the continuous service of the company. Names of such employees will be shown on the seniority list under a separate heading, showing date entered service and date assigned to non-schedule position.

(e) Telegraphers on the extra list will retain their seniority. This will not conflict with office seniority at "GO" Chicago, "XN" Danville, "OW" Salem, and "D" Evansville.

ARTICLE XIV.

New Positions.

(a) When new positions are created, compensation will be fixed in conformity with positions of a similar class on the division provided for in this schedule.

Vacancies Bulletined.

(b) When a vacancy occurs or a new position is created, telegraphers will be notified by bulletin within five days and position filled within twenty days, as provided in this article. Applications must be filed within ten days from date of bulletin.

(c) When there is a vacancy in the position of relief agent, it shall be filled as provided by this article.

(d) Any employee, as per Article No. I, making application for and receiving the appointment to a position must accept the position or go on the extra list, unless his application is withdrawn before the expiration of the time allowed for making application.

(e) A telegrapher who vacates a position will not be permitted to apply for that vacancy until it has been assigned under bulletin and again vacated.

(f) In filling temporary vacancies of ten days or more, except as provided in Article XIV (g), the regular telegraphers in that office may take the choice of tricks to which their seniority entitles them. The vacant position to be filled by the oldest extra competent telegrapher available. In such changes Article IX (a) will not apply.

(g) In filling temporary vacancies (account of telegraphers accepting positions as per Article XIII, Paragraph (d), thirty days and not to exceed six months' duration, the position will be bulletined subject to Ar-

ticle XIV, Paragraph (b) and filled in accordance therewith; the successful applicant to retain his rights to his position vacated, but after the expiration of six months such position will be declared a permanent vacancy and bulletined accordingly. It is agreed that telegraphers accepting positions as outlined above will waive the provisions of Article IX, Paragraph (c). No position will be bulletined as a temporary vacancy more than once in any consecutive twelve months' period.

ARTICLE XV.

Positions Abolished.

When positions are abolished or the force reduced, the last man to enter the service will be the first laid off, and in the event of re-employment, the oldest man laid off will be given work first, subject to the provisions of Paragraph (a) of Article XII. In reducing the force at any office the youngest man in the service on the division at that office will be displaced, and the lowest rate abolished. A telegrapher displaced under this rule will have the preference of displacing the youngest regularly assigned telegrapher on the division, or go on the extra list if his seniority will permit. This will also apply to telegraphers at stations when a telegraph office is discontinued.

ARTICLE XVI.

Leave of Absence.

(a) Telegraphers who have been in the service of the company one year or more, may be given a leave of absence for ninety days, and at the end of that time, or before if desired, upon application to the proper official may resume their employment without losing their seniority, provided that no more than one such leave (other than short vacation) shall be given in any period of two consecutive years. In case of sickness or personal injury leave may be extended upon proper notice.

(b) Representatives of the telegraphers acting in such capacity will be granted indefinite leave of absence upon request, without loss of seniority.

ARTICLE XVII.

Service Letters.

(a) A service letter will be issued to all telegraphers leaving the service. This letter shall state term of service, record and cause of leaving.

(b) All service cards, letters of recommendation and other papers furnished by a telegrapher making application for employment shall be returned to him within thirty days after the approval of such application.

ARTICLE XVIII.

Discipline.

A telegrapher will not be disciplined, or discharged, before being given a hearing. Should a telegrapher be dissatisfied with the decision, he shall have the right, within ten days, to refer the case, with written statement, to the next higher officer, and same will be investigated within ten days of such notice, with the aggrieved tele-

grapher and any other telegrapher of his choice present. Appeal may be successively taken to the general manager. In case punishment is inflicted and found to be unjust, the telegrapher shall, if suspended or dismissed, be reinstated and paid for all time lost. No appeal shall be allowed unless made within the time prescribed in this article. The company will not be responsible for the wages of telegraphers acting as advisers in such investigation.

ARTICLE XIX.

Vacations.

(a) Telegraphers, ten years or more in the service of the company, will be allowed ten days' vacation with pay.

(b) Telegraphers working eleven consecutive hours or more, including meal hours, also telegraphers in "GO" Chicago, "XN" Danville, "D" Evansville, and "OW" Salem offices, and in the service five years or more, will be allowed fifteen days' vacation with pay.

(c) Vacations to be granted between March 1st and November 1st, or in lieu thereof, additional compensation at their regular rates of pay.

ARTICLE XX.

Abrogation.

It is agreed that the rules and rates of pay shall continue in force for one year from July 1, 1917, and thereafter subject to thirty days' written notice by either party to the other.

For the Telegraphers:

H. H. SKILES,
General Chairman.
Approved: W. J. JACKSON,
Receiver.

RATES OF PAY PER CALENDAR MONTH.

GENERAL AND DIVISION OFFICES.

Location and Position.	Rate per Month
Chicago (GO) Office, chief operator.	\$126.00
Operator	103.50
Operator	98.50
Operator	98.50
Operator	98.00
Operator	98.00
Danville (XN) Office, chief operator.	112.50
Night wire chief operator.	100.00
Operator	90.00
Operator	90.00
Operator	90.00
Salem (OW) Office, night wire ch. opr.	100.00
Operator	95.00
Operator	90.00
Evansville (D) Office, operator.	92.50
Operator	87.50
Operator	87.50
Operator	87.50

CHICAGO DIVISION.

Danville District.

Chicago (FO) Office, operator.	\$ 97.50
Yard Center, operator.	82.00
Operator	82.00
Operator	82.00
Leverman-telephoner	77.50
Leverman-telephoner	77.50
Leverman-telephoner	77.50

SCHEDULES AND WAGE SCALES.

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Location and Position.	Rate per Month
Haney, operator.....	87.50
South Holland, agent-telephoner.....	66.00
Thornton, agent-operator.....	80.00
Glenwood, agent-operator.....	57.00
Chicago Heights, ticket agent-operator.....	92.50
Night ticket clerk.....	65.00
(MC) Tower, leverman-telephoner.....	65.00
Leverman-telephoner.....	65.00
Leverman-telephoner.....	65.00
(HJ) Tower, operator-leverman.....	82.50
Operator-leverman.....	82.50
Operator-leverman.....	82.50
Steger, agent-operator.....	72.00
Crete, agent-operator.....	64.00
(NE) Tower, operator-leverman.....	76.00
Operator-leverman.....	76.00
Operator-leverman.....	76.00
Goodenow, agent-operator.....	60.00
Beecher, agent-operator.....	60.00
Sollitt, agent-operator.....	67.50
Operator.....	67.50
Operator.....	67.50
Grant Park, agent-operator.....	69.00
Momence, operator-clerk.....	72.50
Night clerk.....	60.00
Momence Jct. Tower, operator.....	75.00
Operator.....	75.00
Operator.....	75.00
Leverman.....	62.50
Leverman.....	62.50
(MS) Tower, operator-leverman.....	75.00
Operator-leverman.....	75.00
Operator-leverman.....	75.00
Wichert, agent-operator.....	63.00
St. Anne Tower, operator-leverman.....	80.00
Operator-leverman.....	80.00
St. Anne, agent-operator.....	88.00
Papineau, agent-operator.....	71.00
Martinton, agent-operator.....	70.00
Pittwood, agent-operator.....	67.50
Operator-clerk.....	67.50
Operator-clerk.....	67.50
Watseka Tower, operator-leverman.....	73.50
Operator-leverman.....	73.50
Operator-leverman.....	73.50
Watseka, operator-clerk.....	80.00
Coaler, operator.....	76.00
Operator.....	76.00
Operator.....	76.00
Woodland, agent-operator.....	65.00
Woodland Jct., operator-leverman.....	77.50
Operator-leverman.....	77.50
Operator-leverman.....	77.50
Milford, agent.....	84.00
Operator-clerk.....	72.50
Wellington, agent-operator.....	83.00
Hoopeston Tower, operator-leverman.....	76.00
Operator-leverman.....	76.00
Operator-leverman.....	76.00
Hoopeston Frt. Sta., operator-clerk.....	82.50
Rossville, agent-operator.....	77.00
Rossville Jct., operator.....	72.50
Operator.....	72.50
Operator.....	72.50
Alvin, agent-operator.....	65.00
Alvin Tower, leverman.....	47.50
Bismarck, agent-operator.....	66.50
(BX) Tower, operator-leverman.....	75.00
Operator-leverman.....	75.00
Operator-leverman.....	75.00
Danville Frt. Office, operator-clerk.....	76.00
Danville North Yard, operator.....	77.50
Operator.....	77.50
Operator.....	77.50

Location and Position.	Rate per Month
Danville Pass. Station, operator-clerk.....	72.00
Operator-clerk.....	72.00
Operator-clerk.....	72.00
(DH) Tower, operator-leverman.....	75.00
Operator-leverman.....	75.00
Operator-leverman.....	75.00
Oaklawn, operator.....	77.25
Walz—CTH&S Tower, oper.-leverman.....	77.50
Operator-leverman.....	77.50
Operator-leverman.....	77.50
Terre Haute District.	
Gessie, agent-operator.....	\$ 69.50
Operator-clerk.....	68.00
Operator-clerk.....	68.00
Perrysville, agent-operator.....	70.00
Cayuga, agent.....	87.50
Cayuga Tower, operator-leverman.....	80.00
Newport, agent-operator.....	70.00
West Montezuma, agent-operator.....	75.00
Hillsdale Tower, operator-leverman.....	70.00
Operator-leverman.....	70.00
Operator-leverman.....	70.00
Hillsdale, agent.....	75.00
Jackson Tower, operator-leverman.....	76.00
Operator-leverman.....	76.00
Operator-leverman.....	76.00
Clinton, operator-clerk.....	72.50
Atherton, agent-operator.....	70.00
Operator-clerk.....	68.00
Operator-clerk.....	68.00
Otter Creek Jct., operator-leverman.....	75.00
Operator-leverman.....	75.00
Operator-leverman.....	75.00
Dewey, operator.....	73.00
Operator.....	73.00
Operator.....	73.00
Haley Tower, operator-leverman.....	80.00
Operator-leverman.....	80.00
Operator-leverman.....	80.00
Villa Grove District.	
Bryce, agent-operator.....	\$ 68.50
Operator-clerk.....	68.00
Operator-clerk.....	68.00
Goodwine, operator.....	68.00
Operator.....	68.00
Operator.....	68.00
Fountain Creek, agent-operator.....	68.50
Operator-clerk.....	68.00
Operator-clerk.....	68.00
Hustle, agent-operator.....	68.00
Operator-clerk.....	68.00
Operator-clerk.....	68.00
Reilly, agent-operator.....	68.50
Operator-clerk.....	68.00
Operator-clerk.....	68.00
Ellis, agent-operator.....	69.00
Operator-clerk.....	68.00
Operator.....	68.00
Gerald, agent-operator.....	68.50
Operator-clerk.....	68.00
Operator-clerk.....	68.00
Royal, agent-operator.....	67.00
Operator-clerk.....	68.00
Operator-clerk.....	68.00
Glover Tower, operator-leverman.....	76.00
Operator-leverman.....	76.00
Operator-leverman.....	76.00
Tipton, agent-operator.....	68.50
Operator-clerk.....	68.00
Operator-clerk.....	68.00
Block, agent-operator.....	68.50
Operator-clerk.....	68.00
Operator-clerk.....	68.00

Location and Position.	Rate per Month
Bongard, agent-operator.....	68.50
Operator-clerk.....	68.00
Operator-clerk.....	68.00
(VG) Tower, operator-leverman.....	68.00
Operator-leverman.....	68.00
Operator-leverman.....	68.00

Westville District.

Grape Creek, agent-operator.....	\$ 70.00
Westville, agent.....	98.00
Operator-clerk.....	74.00
Leverman.....	60.00
Leverman.....	60.00
Indianola, agent-operator.....	66.00
Sidell Jct., operator.....	70.00
Sidell, agent-operator.....	82.50
Allerton, agent-operator.....	64.00
Broadlands, agent-operator.....	62.00
Longview, agent-operator.....	60.00
Fairlands, agent-operator.....	60.00

Sidell Branch.

Henning, agent-operator.....	\$ 60.50
Jamesburg, agent-operator.....	65.50
Collison, agent-operator.....	60.50
Brothers, agent-operator.....	64.50
Bronson, operator-leverman.....	70.00
Operator-leverman.....	70.00
Operator-leverman.....	70.00
Ryan, operator-leverman.....	70.00
Operator-leverman.....	70.00
Operator-leverman.....	70.00
Jamaica, agent-operator.....	68.50

Freeland Park Branch.

Stockland, agent-operator.....	\$ 58.00
Freeland Park, agent-operator.....	60.00

Cissna Park Branch.

Goodwine, agent-operator.....	\$ 63.00
Claytonville, agent-operator.....	60.00
Cissna Park, agent-operator.....	60.00

Judyville Branch.

Pence, agent-operator.....	\$ 58.00
Judyville, agent-operator.....	61.00

Brazil District.

Hopkins Park, agent-operator.....	\$ 61.00
Morocco, agent-operator.....	68.50
Brook, agent-operator.....	70.00
Goodland, operator-clerk.....	70.00
Operator-clerk.....	70.00
Wadena, agent-operator.....	58.50
Lochiel, agent-operator.....	58.50
Barce, agent-operator.....	61.00
Oxford, agent-operator.....	63.00
Oxford Tower, leverman.....	52.50
Leverman.....	52.50
Pine Village, agent-operator.....	62.00
Winthrop, agent-operator.....	71.50
Attica, operator-clerk.....	71.00
Stone Bluff, agent-operator.....	62.00
Veedersburg Tower, leverman.....	52.50
Yeddo, agent-operator.....	61.00
Kingman, agent-operator.....	67.50
Tangier, agent-operator.....	60.50
West Union, agent-operator.....	63.50
Mecca, agent-operator.....	80.00
Rosedale, agent-operator.....	59.50
Coal Bluff, agent.....	72.50
Coal Bluff Tower, operator-leverman.....	75.00
Operator-leverman.....	75.00
Operator-leverman.....	75.00

Location and Position.	Rate per Month
Brazil (BI), operator-clerk.....	70.50

La Crosse Branch.

Wheatfield, agent-operator.....	\$ 64.00
Zadoc, agent-operator.....	65.50
Knimman, agent-operator.....	57.00
Mt. Ayr, agent-operator.....	60.50
Foresman, agent-operator.....	60.00

ILLINOIS DIVISION.**Findlay District.**

Location and Position.	Rate per Month
Villa Grove, operator-clerk.....	\$ 75.00
Villa Grove Yard, operator.....	80.00
Operator.....	80.00
Operator.....	80.00
(VE) Tower, operator.....	70.00
West Ridge, agent-operator.....	68.00
Tuscola, night operator-clerk.....	70.00
Bourbon, agent-operator.....	70.00
(AH) Tower, operator-leverman.....	75.00
Operator-leverman.....	75.00
Operator-leverman.....	75.00
Cadwell, agent-operator.....	69.00
Sullivan, operator-clerk.....	75.00
Operator-clerk.....	75.00
Operator-clerk.....	75.00
Kirksville, agent-operator.....	66.00
Okaw, operator-SW tender.....	67.50
Operator-SW tender.....	67.50
Operator-SW tender.....	67.50
Findlay, agent.....	75.00
Operator-clerk.....	72.50
Findlay Junction, operator-leverman.....	75.00
Operator-leverman.....	75.00
Operator-leverman.....	75.00
Fairgrounds, operator.....	70.00
Shelbyville, operator-clerk.....	70.00
Clarksburg, agent-operator.....	68.00
Mode, agent.....	92.00
Mode Tower, operator-clerk-leverman.....	75.00
Operator-clerk-leverman.....	75.00
Operator-clerk-leverman.....	75.00
Moccasin, agent-operator.....	69.00
Altamont, agent-operator.....	90.00
(SX) Tower, operator-leverman.....	75.00
Operator-leverman.....	75.00
Operator-leverman.....	75.00
St. Elmo, agent.....	86.00
St. James, agent-operator.....	67.50
Operator-clerk.....	68.00
Operator-clerk.....	68.00
Locgootee, agent-operator.....	62.50
St. Peter, agent-operator.....	67.00
Kinmundy, agent-operator.....	67.00
Brubaker, agent-operator.....	63.50
Salem Yard, operator.....	78.00
Operator.....	78.00
Operator.....	78.00

Salem District.

Salem, operator-clerk.....	\$ 75.00
(SA) Tower, operator-leverman.....	69.00
Operator-leverman.....	69.00
Operator-leverman.....	69.00
Cartter, agent-operator.....	62.50
Kell, agent-operator.....	60.00
Operator-clerk.....	68.00
Operator-clerk.....	68.00
Texico, agent-operator.....	60.00

SCHEDULES AND WAGE SCALES.

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Location and Position.	Rate per Month
Mt. Vernon, operator-clerk.....	75.00
Operator-clerk	75.00
Operator-clerk	75.00
(VN) Tower, operator-leverman.....	60.00
Operator-leverman	60.00
Operator-leverman	60.00
Bonnie, agent-operator.....	60.00
Ina, agent-operator.....	63.50
Operator-clerk	68.00
Operator-clerk	68.00
Whittington, agent-operator.....	60.00
Benton, operator-clerk.....	75.00
Operator-clerk	75.00
Operator-clerk	75.00
West Frankfort Yard, operator-clerk.....	75.00
Operator-clerk	75.00
Operator-clerk	75.00
Operator-cashier	77.50
Johnston City, operator-clerk.....	75.00
Operator-clerk	75.00
Operator-clerk	75.00
Marion, operator-clerk.....	75.00
Operator-clerk	75.00
Operator-clerk	75.00
Nelson, operator-clerk-leverman.....	67.00
Operator-clerk-leverman	67.00
Operator-clerk-leverman	67.00
Goreville, agent.....	68.00
Operator-clerk	70.00
Operator-clerk	70.00
Operator-clerk	70.00
Buncombe, agent-operator.....	60.00
West Vienna, agent-operator.....	65.00
West Vienna Tower, opr.-leverman.....	67.00
Operator-leverman	67.00
Operator-leverman	67.00
Cypress, agent.....	81.50
Operator-clerk	75.00
Operator-clerk	75.00
Operator-clerk	75.00
Perks, agent-operator.....	65.00
Ullin, agent-operator.....	65.00
Tamms, operator-leverman.....	75.00
Operator-leverman	75.00
Operator-leverman	75.00
Olive Branch, agent-operator.....	73.00
Operator-clerk	70.00
Operator-clerk	70.00
Thebes, operator-clerk.....	75.00
Operator-clerk	75.00
Operator-clerk	75.00
Joppa Branch.	
Karnak, agent-operator.....	\$ 82.50
Boaz, agent-operator.....	60.00
Joppa, agent.....	95.00
Operator-clerk	72.50

ST. LOUIS DIVISION.

Pana District.

Location and Position.	Rate per Month
Westervelt, agent-operator.....	\$ 68.50
Operator-clerk	67.50
Operator-clerk	67.50
Henton, agent-operator.....	66.00
Dollville, agent-operator.....	68.00
Operator-clerk	67.50
Operator-clerk	67.50
Pana, operator-clerk.....	80.00
Operator-clerk	80.00
Operator-clerk	80.00

Location and Position.	Rate per Month
Mitchell Yard, operator-clerk.....	82.50
Operator-clerk	82.50

EVANSVILLE DIVISION.

Location and Position.	Rate per Month
Terre Haute Loc. Of., operator.....	\$ 78.50
Terre Haute Pop. St., operator.....	81.00
Operator	81.00
Operator	81.00
Pimento, agent-operator.....	68.50
Seifert, operator-clerk.....	76.00
Operator-clerk	74.00
Operator-clerk	71.50
Farmersburg, agent-operator.....	78.00
Standard, operator	68.00
Shelburn, agent.....	68.00
Operator-clerk	68.00
Operator-clerk	68.00
Operator-clerk	68.00
Sullivan, operator-clerk.....	71.00
Operator-clerk	70.00
Operator-clerk	70.00
Paxton, agent-operator.....	81.00
Operator-clerk	71.00
Carlisle, agent.....	65.00
Operator-clerk	73.00
Operator-clerk	68.00
Operator-clerk	68.00
Oaktown, agent.....	\$ 70.00
Operator-clerk	70.50
Operator-clerk	68.00
Operator-clerk	68.00
Eminon, agent-operator.....	73.00
Operator-clerk	68.00
Operator-clerk	65.50
Vincennes Frt. Sta., operator-clerk.....	77.00
Operator-clerk	77.00
Operator-clerk	77.00
Purcell, operator.....	65.00
Cantaloupe, operator.....	65.00
Operator	65.00
Operator	65.00
Decker, agent-operator.....	62.50
Hazleton, agent.....	69.50
Operator-clerk	68.50
Operator-clerk	68.50
Operator-clerk	68.50
Patoka, agent-operator.....	65.00
Operator-clerk	68.00
Princeton Tower, operator-leverman.....	67.50
Operator-leverman	67.50
Operator-leverman	67.50
Princeton, operator-clerk.....	73.50
Operator-clerk	73.50
Operator-clerk	73.50
Fort Branch, operator-clerk.....	70.50
Operator-clerk	68.00
Operator-clerk	68.00
Hauptstadt, agent-operator.....	69.50
Ingle, agent-operator.....	69.00

New Pittsburgh Branch.

Hymera, agent-operator.....	\$ 75.00
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Mt. Vernon Branch.

Owensville, agent-operator.....	\$ 68.50
Cynthiana, agent-operator.....	63.00
Poseyville, agent-operator.....	72.50
Wadesville, agent-operator.....	64.00
Mt. Vernon, operator-clerk.....	74.00

Supplement No. 1 to Schedule No. 7.

Effective January 1st, 1918, the rules in the schedule referred to below are changed to read as follows:

ARTICLE II (d).**Sunday Hours and Holidays.**

So far as business will permit, telegraphers will be excused on Sundays and holidays without reduction of pay. Telegraphers required to perform any service on Sunday will be allowed extra pay pro rata, with minimum of one hour, for all Sunday work; Sunday hours to be regularly assigned and to be consecutive and within the spread of the week-day assignment. For all work on Sunday, outside of the regularly assigned hours, telegraphers will be allowed overtime as per overtime rules.

In "GO" Chicago, "XN" Danville, "OW" Salem, and "D" Evansville, telegraphers required to perform any service on New Year's Day, July 4th, Thanksgiving and Christmas, will be allowed extra pay pro rata with a minimum of one hour on the same basis as for Sunday work.

The rate of pay for Sunday work will be the monthly rate divided by 26 days as the basis for a day's pay, and divided by the regularly assigned hours to make the rate per hour. The same basis will be used to apply the rate for holidays in "GO", "XN", "OW", and "D". To establish the pay and the pro rata overtime basis for week days the rate per month will be divided by the actual working days in the month, exclusive of Sundays.

ARTICLE III (b).

Overtime will be computed pro rata, with minimum of 50c per hour in "GO" Chicago,

"XN" Danville, "OW" Salem, "D" Evansville, and 40c per hour in other offices.

ARTICLE V (a).

A telegrapher required to meet trains within one hour after the expiration of his day will be paid 40c for his services, remaining on duty one hour, if necessary; if longer than one hour, he shall be allowed overtime thereafter.

ARTICLE V (b).

Telegraphers called or instructed to come on duty by a competent authority, outside of regular established hours (except as provided for in this article) will be allowed 65c for the service the first hour, and overtime thereafter.

An increase of \$10.00 per month in the rate of pay for each position covered by the Telegraphers' Schedule is granted, effective January 1st, 1918.

ARTICLE XX.**Abrogation.**

It is agreed that the rules and rates of pay shall continue in force until April 1st, 1919, and thereafter subject to thirty days' written notice by either party to the other.

For the Telegraphers,
H. H. SKILES,
General Chairman.

Approved:

W. J. JACKCON,
Receiver.

Chicago Great Western Railroad Company

(EFFECTIVE APRIL 1, 1917.)

WAGE SCALE.**EASTERN DIVISION.**

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Chicago Gen. Off. (HV), telegrapher..	\$ 85.00	Ingaltion Junction, telegrapher.....	65.00
General Office (GC), telegrapher..	92.50	Telegrapher	65.00
Superintendent's office (Z), teleg.	87.50	Telegrapher	65.00
Telegrapher	87.50	St. Charles, telegrapher.....	70.00
Telegrapher	87.50	Telegrapher	70.00
Yard Office (JR), telegrapher.....	80.00	Telegrapher	70.00
Telegrapher	80.00	Wasco, agent and telegrapher.....	66.50
Telegrapher	80.00	Lily Lake, agent and telegrapher....	66.50
Forest Park, agent and telegrapher..	65.00	Telegrapher	62.50
Maywood, agent and telegrapher....	65.00	Virgil, agent and telegrapher.....	64.00
Bellewood, agent and telegrapher....	95.00	Richardson, agent and telegrapher..	66.50
Leverman and telegrapher.....	74.00	Sycamore, telegrapher.....	70.00
Leverman and telegrapher.....	74.00	Telegrapher	70.00
Leverman and telegrapher.....	74.00	Telegrapher	70.00
Elmhurst, agent and telegrapher.....	70.00	DeKalb, clerk and telegrapher.....	67.50
Telegrapher	65.00	Wilkinson, leverman and telegrapher.	69.00
Telegrapher	65.00	Leverman and telegrapher.....	66.50
Lombard, agent and telegrapher.....	66.50	Leverman and telegrapher.....	66.50
Gretna, agent and telegrapher.....	64.00	Clare, agent and telegrapher.....	66.50
Ingaltion, agent and telegrapher.....	42.50	Esmond, agent and telegrapher.....	66.50
		Telegrapher	62.50
		Lindenwood, agent and telegrapher..	62.50

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Holcomb, leverman and telegrapher...	\$ 74.00	Westgate, agent and telegrapher.....	\$ 69.00
Leverman and telegrapher.....	66.50	Sumner, agent and telegrapher.....	80.00
Leverman and telegrapher.....	66.50	Telegrapher	66.50
Stillman Valley, agent and telegrapher	71.50	Telegrapher	66.50
Byron, agent and telegrapher.....	89.00	Telegrapher	66.50
Telegrapher	70.00	Fredericksburg, agent and telegrapher	81.50
Telegrapher	70.00	Boyd, agent and telegrapher.....	40.00
Telegrapher	70.00	New Hampton, clerk and telegrapher.	76.50
Myrtle, agent and telegrapher.....	66.50	Telegrapher	66.50
Egan, agent and telegrapher.....	66.50	Telegrapher	66.50
Telegrapher	64.00	Devon, agent and telegrapher.....	45.00
Telegrapher	62.50	Alta Vista, agent and telegrapher....	69.00
German Valley, agent and telegrapher	66.50	Elma, agent and telegrapher.....	79.00
South Freeport, agent and telegrapher	76.50	Telegrapher	64.00
Telegrapher	66.50	Telegrapher	64.00
Telegrapher	64.00	Acme, agent and telegrapher.....	40.00
Bolton, agent and telegrapher.....	66.50	Riceville, agent and telegrapher.....	79.00
Pearl City, agent and telegrapher....	71.50	Telegrapher	62.50
Telegrapher	64.00	McIntire, agent and telegrapher.....	79.00
Kent, leverman and telegrapher.....	66.50	Telegrapher	69.00
Leverman and telegrapher.....	63.00	Telegrapher	69.00
Leverman and telegrapher.....	62.50	Telegrapher	69.00
East Stockton, wire chief and teleg...	95.00	Taopi, leverman and telegrapher.....	69.00
Wire chief and telegrapher.....	87.50	Leverman and telegrapher.....	66.50
Wire chief and telegrapher.....	90.00	Leverman and telegrapher.....	66.50
Telegrapher	80.00	Elkton, agent and telegrapher.....	64.00
Stockton, agent and telegrapher.....	80.00	Renova, agent and telegrapher.....	64.00
Telegrapher	70.00	Sargeant, agent and telegrapher.....	40.00
Woodbine, agent and telegrapher....	64.00	Hayfield, telegrapher.....	75.00
Elizabeth, agent and telegrapher.....	74.00	Telegrapher	75.00
North Hanover, agent and telegrapher	64.00	Telegrapher	75.00
Winston, leverman and telegrapher..	66.50	Vlasaty, agent and telegrapher.....	62.50
Leverman and telegrapher.....	66.50	Dodge Center, leverman and teleg...	66.50
Telegrapher	66.50	Leverman and telegrapher.....	66.50
Rice, leverman and telegrapher.....	66.50	Leverman and telegrapher.....	66.50
Leverman and telegrapher.....	66.50	Eden, agent and telegrapher.....	65.00
Leverman and telegrapher.....	66.50	Mantorville, agent and telegrapher...	62.50
Dubuque, clerk and telegrapher.....	80.00	West Concord, agent and telegrapher	76.50
Telegrapher	75.00	Skyburg, agent and telegrapher.....	62.50
Telegrapher	74.00	Kenyon, agent and telegrapher.....	81.50
Fair Ground, clerk, lever, and teleg...	82.50	Telegrapher	70.00
Leverman and telegrapher.....	73.00	Telegrapher	70.00
Leverman and telegrapher.....	73.00	Nerstrand, agent and telegrapher....	66.50
Durango, agent and telegrapher.....	62.50	Dennison, agent and telegrapher....	66.50
Graf, agent and telegrapher.....	66.50	Stanton, agent and telegrapher.....	64.00
Telegrapher	64.00	Randolph, agent and telegrapher.....	81.00
Telegrapher	64.00	Telegrapher	75.00
Kidder, agent and telegrapher.....	82.50	Telegrapher	75.00
Farley, agent and telegrapher.....	66.50	Telegrapher	75.00
Telegrapher	64.00	Hampton, agent and telegrapher.....	71.50
Telegrapher	62.50	Empire, leverman and telegrapher....	64.00
Dyersville, agent and telegrapher....	90.00	Exclusive leverman.....	54.00
Telegrapher	70.00	Coates, agent and telegrapher.....	65.00
Telegrapher	70.00	Telegrapher	62.50
Telegrapher	65.50	Telegrapher	62.50
Petersburg, agent and telegrapher....	62.50	Rich Valley, agent and telegrapher...	64.00
Almoral, agent and telegrapher.....	62.50	Inver Grove, agent and telegrapher...	45.00
Oneida, leverman and telegrapher....	69.00	South St. Paul, telegrapher.....	72.50
Leverman and telegrapher.....	64.00	Telegrapher	72.50
Leverman and telegrapher.....	62.50	Telegrapher	71.50
Thorpe, agent and telegrapher.....	64.00	St. Paul (X), telegrapher.....	87.50
Telegrapher	62.50	Telegrapher	87.50
Telegrapher	62.50	Telegrapher	87.50
Dundee, agent and telegrapher.....	62.50	Minneapolis, clerk and telegrapher...	77.50
Lamont, agent and telegrapher.....	67.00	Bremer, agent and telegrapher.....	62.50
Aurora, leverman and telegrapher....	69.00	Tripoli, agent and telegrapher.....	62.50
Leverman and telegrapher.....	62.50	Osage, agent and telegrapher.....	85.00
Leverman and telegrapher.....	62.50	Le Roy, agent and telegrapher.....	66.50
Stanley, agent and telegrapher.....	65.00	Spring Valley, agent and telegrapher.	71.50
		Stewartville, agent and telegrapher...	71.50
		Simpson, agent and telegrapher.....	66.50
		Rochester, telegrapher.....	66.50
		Telegrapher	66.50

Station and Position.	Rate per Month.
Pine Island, agent and telegrapher....	\$ 70.00
Zumbrota, agent and telegrapher.....	74.00
Goodhue, agent and telegrapher.....	71.50
Red Wing, clerk and telegrapher.....	72.50
Telegrapher	70.00
Welch, agent and telegrapher.....	62.50
Cannon Falls, agent and telegrapher..	84.00
Telegrapher	62.50
St. Charles, agent and telegrapher....	71.50
Utica, agent and telegrapher.....	62.50
Altura, agent and telegrapher.....	62.50
Rollingstone, agent and telegrapher..	62.50
Winona (CM&StPJct), lev. and teleg.	67.50
Northfield, agent and telegrapher....	84.00
Dundas, agent and telegrapher.....	62.50
Faribault, agent and telegrapher.....	100.00
Clerk and telegrapher.....	74.00
Morristown, agent and telegrapher....	74.00
Waterville, agent and telegrapher....	79.00
Elysian, agent and telegrapher.....	64.00
Madison Lake, agent and telegrapher	64.00
Benning, telegrapher.....	62.50
Mankato, telegrapher.....	69.00

SOUTHERN DIVISION.

Station and Position.	Rate per Month.
Fairbank, agent and telegrapher.....	\$ 75.00
Telegrapher	62.50
Telegrapher	62.50
Dunkerton, agent and telegrapher....	64.00
Dewar, agent and telegrapher.....	62.50
East Waterloo, clerk and telegrapher	80.00
Cedar Falls, agent and telegrapher...	82.50
Hudson, agent and telegrapher.....	66.50
Reinbeck, agent and telegrapher.....	85.00
Telegrapher	66.50
Telegrapher	62.50
Telegrapher	62.50
Berlin, agent and telegrapher.....	62.50
Gladbrook, agent and telegrapher.....	82.50
Leverman and telegrapher.....	67.50
Leverman and telegrapher.....	65.50
Leverman and telegrapher.....	65.00
Green Mountain, agt. and telegrapher	66.50
Marshalltown, telegrapher.....	77.50
Telegrapher	70.00
Telegrapher	67.50
Luray, agent and telegrapher.....	62.50
Melbourne, agent and telegrapher....	69.00
Baxter, agent and telegrapher.....	66.50
Telegrapher	62.50
Telegrapher	62.50
Ira, agent and telegrapher.....	62.50
Mingo, agent and telegrapher.....	66.50
Valeria, agent and telegrapher.....	71.50
Telegrapher	62.50
Telegrapher	62.50
Bondurant, agent and telegrapher....	71.50
Norwoodville, agent and telegrapher..	62.50
Des Moines (SX), telegrapher.....	87.50
Telegrapher	87.50
Telegrapher	87.50
South Des Moines, telegrapher.....	77.50
Telegrapher	77.50
Telegrapher	77.50
Orillia, agent and telegrapher.....	62.50
Cummings, agent and telegrapher....	66.50
Telegrapher	62.50
Martensdale, agent and telegrapher..	64.00
Peru, agent and telegrapher.....	76.00
Telegrapher	64.00
Telegrapher	62.50

Station and Position.	Rate per Month.
Barney, agent and telegrapher.....	\$ 62.50
Lorimor, agent and telegrapher.....	71.50
Afton Jct., agent and telegrapher....	71.50
Telegrapher	62.50
Telegrapher	62.50
Arispe, agent and telegrapher.....	62.50
Shannon City, agent and telegrapher.	69.00
Diagonal, agent and telegrapher.....	67.50
Telegrapher	64.00
Telegrapher	62.50
Benton, agent and telegrapher.....	62.50
Maloy, agent and telegrapher.....	64.00
Blockton, agent and telegrapher.....	78.00
Telegrapher	64.00
Telegrapher	62.50
Athelstan, agent and telegrapher.....	62.50
Sheridan, agent and telegrapher.....	66.50
Parnell, agent and telegrapher.....	78.00
Telegrapher	64.00
Telegrapher	62.50
Ravenwood, agent and telegrapher....	62.50
Conception, agent and telegrapher....	75.00
Telegrapher	72.50
Telegrapher	70.00
Telegrapher	70.00
Guliford, agent and telegrapher.....	62.50
Rea, agent and telegrapher.....	66.50
Telegrapher	62.50
Telegrapher	62.50
Savannah, agent and telegrapher....	80.00
Telegrapher	62.50
Telegrapher	62.50
St. Joseph (Shops), telegrapher.....	74.00
Telegrapher	74.00
Telegrapher	74.00
(Freight) clerk and telegrapher...	72.50
Faucett, agent and telegrapher.....	62.50
Dearborn, agent and telegrapher.....	66.50
Kansas City (Yard-RO), telegrapher.	82.50
Telegrapher	82.50
Telegrapher	82.50

WESTERN DIVISION.

Station and Position.	Rate per Month.
Oran, agent and telegrapher.....	\$ 62.50
Readlyn, agent and telegrapher.....	62.50
Waverly, agent and telegrapher.....	100.00
Telegrapher	66.50
Telegrapher	64.00
Shell Rock, agent and telegrapher....	64.00
Clarksville, agent and telegrapher....	76.50
Allison, agent and telegrapher.....	73.00
Bristow, agent and telegrapher.....	67.50
Dumont, agent and telegrapher.....	66.50
Hansell, agent and telegrapher.....	62.50
Hampton, agent and telegrapher.....	100.00
Telegrapher	64.00
Coulter, agent and telegrapher.....	62.50
Rowan, leverman and telegrapher.....	63.00
Exclusive leverman.....	45.00
Clarion (PO), telegrapher.....	85.00
Telegrapher	85.00
Eagle Grove, agent and telegrapher...	72.50
Clerk and telegrapher.....	66.50
Vincent, agent and telegrapher.....	64.00
Ft. Dodge, clerk and telegrapher....	74.50
Lehigh, agent and telegrapher.....	64.00
Moorland, leverman and telegrapher..	63.00
Exclusive leverman.....	45.00
Somers, leverman and telegrapher....	63.00
Exclusive leverman.....	45.00

Station and Position.	Rate per Month.
Lohrville, agent and telegrapher.....	\$ 69.00
Telegrapher.....	62.50
Lanesboro, agent and telegrapher.....	66.50
Lidderdale, agent and telegrapher.....	62.50
Carroll, agent and telegrapher.....	80.00
Clerk and telegrapher.....	69.00
Telegrapher.....	66.50
Telegrapher.....	61.00
Halbur, agent and telegrapher.....	62.50
Manning, agent and telegrapher.....	67.50
Botna, agent and telegrapher.....	62.50
Irwin, agent and telegrapher.....	64.00
Kirkman, agent and telegrapher.....	62.50
Harlan, agent and telegrapher.....	82.50
Telegrapher.....	64.00
Telegrapher.....	62.50
Tennant, agent and telegrapher.....	62.50
Minden, agent and telegrapher.....	62.50
Bentley, agent and telegrapher.....	62.50
McClelland, agent and telegrapher.....	64.00
Gilliat, agent and telegrapher.....	62.50
Council Bluffs, clerk and telegrapher.....	80.00
Telegrapher.....	77.50
Telegrapher.....	77.50
Omaha, clerk and telegrapher.....	75.00
Waltham, agent and telegrapher.....	64.00
Austin, clerk and telegrapher.....	69.00
Lyle, agent and telegrapher.....	76.50
Meltonville, agent and telegrapher.....	62.50
Bolan, agent and telegrapher.....	62.50
Mason City, clerk and telegrapher.....	76.50
Telegrapher.....	67.50
Telegrapher.....	66.50
Clear Lake Jct., agent and telegrapher.....	67.50
Leverman and telegrapher.....	65.00
Leverman and telegrapher.....	65.00
Burchinal, agent and telegrapher.....	62.50
Swaledale, agent and telegrapher.....	62.50
Thornton, agent and telegrapher.....	62.50
Meservey, agent and telegrapher.....	64.00
Belmond, agent and telegrapher.....	72.50
Oelwein Terminal.	
Relay Office, mgr. wire ch. teleg. (Jt.)..	\$ 36.00
Wire Chief Telegrapher.....	95.00
Telegrapher (Jt.).....	34.00
Telegrapher.....	87.50
Telegrapher.....	87.50
Yard Office, telegrapher.....	82.50
Telegrapher.....	82.50
Telegrapher.....	82.50

GENERAL REGULATIONS

EFFECTIVE JULY 1, 1917.

ARTICLE I.

Classes Represented.

This schedule applies to telegraph operators, telephone operators, levermen and station agents set forth in the wage scale.

ARTICLE II.

Seniority and Promotions.

Telegraphers will be considered in line for promotion. In promotion, merit and competency being sufficient, seniority will govern. Superintendent to be judge as to competency.

Seniority will date from last time entering the service in a position covered by Article I, and will extend over each superintendent's division.

Promotion may be declined without forfeiting seniority. Telegraphers transferred and found unable to fill position to which transferred will be placed on the extra list, but will not forfeit seniority.

When necessary to reduce force, and conspicuously incompetent men having been dismissed, the men most recently employed will be dispensed with first.

When force is increased, preference will be given to telegraphers laid off account decrease in business, if immediately available; and when so re-employed within three months, they will retain their former seniority.

Telegraphers leaving the service voluntarily or remaining away on leave of absence more than three months, except in case of sickness, and committeemen of the telegraphers on leave in the interest of the telegraphers, lose seniority.

ARTICLE III.

Seniority Record.

A seniority list of telegraphers on each division will be kept, which will be available for examination at any time by employees interested, and a copy of which will be furnished an employee designated by the telegraphers on January 1st and July 1st, of each year.

ARTICLE IV.

Discipline.

No action of a disciplinary nature will be taken except for an infraction of the rules of the company, the responsibility for which has been established by full and fair investigation, at which the employee interested will be present, accompanied if he so desires, by another employee in the same service.

If investigation shows employee blameless, he will be paid for the time lost. If employee considers action taken unjust, he will have right of appeal.

Investigations will be held within five days if possible; if not, as soon thereafter as can be arranged.

Grievances will be taken up with the officials within thirty days, otherwise redress will be waived.

ARTICLE V.

Hours of Service.

(a) Twelve consecutive hours, including meal hour, will constitute a day's work for levermen who do not perform telegraph or telephone service.

(b) At offices where but one telegrapher is employed eleven consecutive hours, commencing between 6:30 and 8:00 a. m., or p. m., including meal hour, will constitute a day's work.

(c) At non-train order offices where but two telegraphers are employed, except in offices as named in clause (e), ten consecutive hours, including meal hour, the day telegrapher commencing between 7:00 a. m. and 9:00 a. m., will constitute a day's work.

(d) At train-order offices where two or more telegraphers are employed, eight consecutive hours, or eight hours actual work within a nine-hour period, will constitute a day's work.

(e) At offices named as follows, eight consecutive hours, or eight hours' actual work within a nine-hour period, will constitute a day's work:

Chicago (Z).
Oelwein (WI).
St. Paul (X).
Clarion (PO).
Des Moines (SX).
East Stockton (NS).

(f) Except at eight consecutive hour offices, one hour will be allowed for meals when practicable between 11:30 and 1:30 o'clock, day or night. Such hour to be designated by division officers, and to remain as uniform as train movements will admit. When meal hour is missed, twenty minutes will be allowed for lunch at earliest opportunity.

ARTICLE VI.

Sundays and Holidays.

Telegraphers will be excused on Sundays and legal holidays when it can be done without detriment to the service.

ARTICLE VII.

Stations, Platforms, Switch and Signal Lamps.

At stations where helpers or other labor is employed, the agent will require them to keep stations and platforms in order, and to care for switch and signal lamps. Where no such labor is employed, telegraphers will be required to do this, but will not be required to do scrubbing.

Telegraphers must know that signal lights are properly displayed.

ARTICLE VIII.

Express Agents.

Telegraphers are allowed to act as agents or transfer men for express companies, and compensation for such service is in addition to, and not considered in fixing the compensation paid by the railroad company.

ARTICLE IX.

Transfers.

Telegraphers transferred by order of the company, or to accept bulletin positions, will be paid for the time necessary to make the change on basis of pay of position vacated.

ARTICLE X.

Attending Court.

Telegraphers acting as witnesses or attending court under instruction from the company, will be furnished transportation and paid their expenses and full time while away from home.

ARTICLE XI.

Teaching Telegraphy.

Telegraphers will not be required to teach students.

ARTICLE XII.

Vacancies and Bulletins.

Vacancies and new positions will be bulletined to all offices on the division on which they occur. Such bulletins will show salaries of positions bulletined; also names of those

assigned to positions advertised on the next preceding bulletin.

All positions made vacant or newly created will be bulletined on the first and fifteenth of each month (or more frequently if desirable), a copy of which will be furnished each employee interested. Such positions will be filled within thirty days and the successful applicant notified. Telegraphers will file their applications within seven days after receiving notice of a vacancy.

ARTICLE XIII.

New Positions.

When additional positions are created, the compensation will be in conformity with similar positions.

ARTICLE XIV.

Relief Work.

Telegraphers and agents holding regular assigned positions will not be required to perform relief work except in cases of emergency. When required to perform such service at other than the town where regularly assigned, they will receive the regular salary of the position where relieving, but not less than a rate of \$20 per month higher than the salary of their regular position; commissions not to be considered.

ARTICLE XV.

Schedule Copies Furnished.

Each employee shall be furnished by the company with a copy of this schedule.

ARTICLE XVI.

Changes of Schedule.

These rules and rates of pay shall continue in force for one year from date of mediation agreement, and thereafter subject to thirty days' notice by either party to the other.

EXTRA COMPENSATION

EFFECTIVE JULY 1, 1917.

RULE I.

For temporary work at wrecks and washouts away from regular assigned positions, thirty-five cents per hour will be paid from time of leaving to returning, except time off duty for rest.

RULE II.

(a) Telegraphers kept on duty by competent authority in excess of regular assigned hours, overtime will be paid for pro rata, but not less than thirty-five cents per hour, except in Chicago "HV," Chicago "GC," and Chicago "Z," Oelwein "WI," St. Paul "X," Clarion "PO," Des Moines "SX" and East Stockton "NS," it is forty-five cents per hour.

(b) Telegraphers required to meet scheduled trains between 6:00 o'clock a. m. and opening time, will be paid pro rata overtime, but not less than thirty-five cents. If required to meet a train before 6:00 o'clock a. m., it will be considered a call as per clause (d).

(c) Telegraphers required to meet scheduled trains between thirty minutes after closing time and one hour and thirty minutes after closing time, including one hour on duty during that period, if necessary, will be paid pro rata overtime, but not less than thirty-five cents. If required to meet a train later than one hour and thirty minutes after closing time, it will be considered a call as per clause (d).

(d) Except as provided above, for call to come on duty outside of regular established hours, fifty cents for the call will be paid, including one hour on duty if necessary, and pro rata, but not less than thirty-five cents for each additional hour.

RULE III.

In computing extra time when kept on duty as per clause (a) of Rule II, less than thirty minutes will not be counted; thirty minutes to one hour and twenty-nine minutes will be counted one hour.

RULE IV.

Overtime, as provided, will not be allowed unless overtime tickets are mailed to the superintendent's office within twenty-four hours from the time service is performed. Telegraphers will be notified within three days when overtime is not allowed as per overtime ticket.

RULE V.

For caring for switch and signal lamps (except train order signal) \$2.00 per month for two lamps or less will be paid, and fifty cents per month for each additional lamp.

RULE VI.

For running gasoline or steam pumps, \$10 per month will be paid. This work will be assigned to one employe and to be done within his assigned office hours. In emergency cases, if another employe covered by this schedule is called to do pumping, he will receive twenty-five cents per hour.

RULE VII.

When employes as per Article I, whose assigned hours are ten or more, have not been granted one hour for meal within the period specified in Article V, they will be allowed one hour overtime pro rata but not less than thirty-five cents.

RULE VIII.

Employes, as per Article I, except exclusive levermen, whose assigned hours are eleven or more, five hours (consecutive or split once) will be considered a day's work on Sundays and holidays, i. e., New Year's, July 4th, Thanksgiving and Christmas. If held on duty in excess of such time, overtime will be paid as per clause (a) of Rule II. If called to office by competent authority after such time, overtime will be paid as per clause (d). Sunday hours will be assigned to such positions, and will be within the week day hours, and will not be subject to temporary changes.

For the Chicago Great Western R. R. Co.:

J. A. GORDON,

For Telegraphers: General Manager.

A. L. COLEMAN,
General Chairman.

C. E. NORRIS,
General Secretary.

Chicago, Indianapolis & Louisville Railway Company

(EFFECTIVE JULY 1, 1917.)

RULE I.

Telegraphers Defined.

(a) All telegraph and telephone operators, except train dispatchers, also station agents, levermen and others specified in this schedule will be considered telegraphers within the meaning of these articles, irrespective of title by which designated or character of service performed, and will be governed by the regulations and paid at the rates specified herein.

RULE II.

Promotion, Seniority, Etc.

(a) Telegraphers will be regarded in line for promotion, advancement depending upon faithful, intelligent and courteous discharge of duty and capacity for greater responsibility. Where these are sufficient, seniority will govern, company to judge.

RULE III.

New Position, Etc.

(a) When a vacancy occurs or a new position is created the provisions of this agreement will apply and the wages will be fixed

to conform to positions of similar class. Telegraphers will be notified not later than seven (7) days by bulletin and vacancy or new position will be filled within twenty-five (25) days in accordance with Rule II.

(b) Employes must file applications within ten (10) days of date of bulletin. Proper official shall acknowledge receipt of all applications by letter notice, specifying the successful applicant, copy of which shall be sent to the general chairman of the employes, giving the names of all applicants.

(c) Seniority list of employes will be furnished the general chairman of the employes semi-annually, first of January and July each year.

(d) When telegraphers are transferred, and after a fair trial are found incompetent, they will be placed on the extra list, but will retain their seniority rights. Telegraphers declining to accept promotion do not forfeit their seniority rights.

(e) Seniority will only be effective when vacancies occur, or when new positions are created. Trading positions will not be permitted.

(f) When a position is closed the present incumbent will be permitted to take the place of the youngest employe holding permanent positions of the same class, or go on the extra list, as he may desire, but does not lose his seniority rights.

(g) In event of a reduction of force at any office, the youngest man in the service at office affected will be displaced, and the last trick will be considered abolished, the remaining men to be moved back on tricks retaining their rates of pay.

(h) In increasing the force at any office, the last trick will be considered the new position and will be filled in accordance with Rule II, the employes at such office moving up on tricks.

(i) In filling temporary vacancies known to be for thirty (30) days or more duration, the oldest competent extra telegrapher available will be given preference.

(j) Telegraphers covered by this schedule assigned to other service of the company will retain their seniority so long as they remain in continuous service of the company, except their seniority will not be counted for the time in the other service.

(k) Should commissions be permanently discontinued causing loss in compensation, adjustment of salaries affected will be made.

RULE IV. Discipline.

(a) Employes will not be disciplined or discharged without just cause, and until after a fair and impartial investigation, if suspended pending an investigation they will be given a hearing within ten (10) days by the proper official. If, after investigation, they are found not at fault, they shall receive pay for the time lost and be reinstated. The result of the investigation will be made known within five (5) days.

(b) All grievances which may exist shall be taken up with the proper official of the company in writing within thirty (30) days by the aggrieved.

(c) A telegrapher called in for investigation may be accompanied by a telegrapher of his choice in the employ of the company.

(d) The right to appeal to the highest officer is granted.

RULE V. Service Letters.

(a) Telegraphers who have been in the service of the company ninety (90) days or more will, when leaving, be furnished with a letter from the proper official stating term of service, capacity in which employed and reasons for leaving.

(b) Telegraphers employed by the company will, upon application, have returned to them all service cards and letters of recommendation which may have been taken up for inspection. Upon application by them, employes will be allowed to inspect their records as held by the company, but will not be allowed to inspect that of another employe.

RULE VI. Emergency Offices.

(a) Telegraphers performing duties at accidents, washouts, snow blockades, slides, or other similar emergency work, will receive a

minimum of three (\$3.00) dollars per day of ten (10) hours or less and overtime rate and no other compensation. Time to be computed from time called at regular place of employment until returned thereto, except no time shall be allowed when released for rest.

(b) No employe except those covered by this schedule will be permitted to handle train orders at places where telegraphers are located; except in an emergency.

RULE VII. Hours of Service.

(a) At offices where but one telegrapher is employed twelve consecutive hours commencing between 6:00 and 8:00 a. m. or p. m. (including meal hour), will constitute a day's work.

(b) At offices where two or more telegraphers are employed, nine consecutive hours will constitute a day's work, except at South Hammond, Monon, Shops, Belt Junction, Frankfort, Michigan City, McDoel, Bedford, Orleans, North "Y", Midland, where eight hours will constitute a day's work.

In the dispatcher's office at Lafayette, nine hours and thirty minutes will constitute a day's work for telegraphers.

(c) Telegraphers are required to do clerical and other station work to an extent that will not interfere with their wire work. Agents are expected to claim only a reasonable share of help from telegraphers in these additional duties.

(d) Telegraphers at offices where only one telegrapher is employed, hours of service being twelve hours (including meal hour) may be excused after eleven hours' service (including meal hour) when the company business will permit by obtaining such permission from the dispatcher.

(e) Telegraphers will be excused from Sunday and legal holiday duty as far as practicable without detriment to the service, and when so excused no deduction shall be made from their wages.

RULE VIII. Overtime.

(a) Telegraphers except those working eight or nine consecutive hours or less per day will be allowed one (1) hour for meals between 11:30 and 1:30 o'clock day or night. If meal hour cannot be given for any reason, one hour's overtime will be allowed and they will be given thirty (30) minutes for meal at the first opportunity. Telegraphers working nine hours or less will be allowed time off for meals when convenient to do so.

(b) Telegraphers required to remain on duty in excess of their established hours for any reason will be paid overtime pro rata, but in no case less than thirty-five (35) cents per hour.

(c) Telegraphers called or instructed to come on duty outside of their regular established hours will be allowed sixty (60) cents for the call and the first hour's service, and regular overtime thereafter.

(d) In computing overtime less than thirty (30) minutes will not be counted. Thirty (30) minutes and up to one (1) hour and thirty (30) minutes will be counted one (1) hour.

(e) No pay for overtime or extra service will be allowed unless claim therefor is made within forty-eight (48) hours from the time service was performed.

(f) If for any reason overtime is not allowed, telegraphers will be notified and reasons therefor will be given within five (5) days.

RULE IX.

Attending Court.

(a) Telegraphers attending court by request of the company will be allowed net compensation which would have been earned by them at their station, with necessary expenses if away from home.

RULE X.

Relief of Telegraphers.

(a) The company will furnish a relief agent for the Northern and Southern divisions at a salary of ninety dollars (\$90.00) per month; also an expense account not to exceed fifteen dollars (\$15.00) per month. This position to be subject to Rule I, II and III.

RULE XI.

Transfers.

(a) When an employee has been relieved and wishes to return to duty he shall give the proper official five (5) days' notice, and if for any reason he is not checked in at the expiration of five (5) days from date of notice, he shall receive full pay for the time thus lost.

(b) Where a transfer is necessary incoming and outgoing employee will both receive pay at rate of outgoing employee.

(c) Telegraphers transferred by order of the company will be given free transportation for themselves, their families and household goods, when it may be done lawfully.

(d) Regular men will suffer no reduction in pay while performing relief work, and when required to perform relief work away from home, will be allowed fifty cents (\$0.50) per day for expenses, when away from their regular assigned stations.

(e) Telegraphers except regularly assigned relief agents will be allowed 35 cents per hour while deadheading to or from position of telegrapher relieved (not applicable when going to position bid in on bulletin).

RULE XII.

Pumps.

(a) Telegraphers required to operate pumps will receive ten dollars (\$10.00) per month extra compensation.

RULE XIII.

Batteries and Cleaning Stations.

(a) Telegraphers will not be required to clean main or local battery at stations where more than ten cells are used and at such points will not be required to scrub floors or clean out-building, but will see that they are kept neat and clean.

(b) Telegraphers will not be required to scrub waiting rooms, office buildings or out-buildings, or clean and disinfect stock pens.

RULE XIV.

Switch Lights, Etc.

(a) At stations where section men reside, or porters or helpers are employed, telegraphers will not be required to attend switch lights, unless an emergency arises, but will see that they are kept burning.

(b) At stations where telegraphers are required to care for switch lights, they will be allowed four dollars (\$4.00) per month for four (4) lights or less, and fifty cents (50c) per month per each additional light.

(c) Telegraphers will care for train order semaphore lights.

RULE XV.

Free Transportation.

(a) Employees who have been in the service continuously two years or more will be furnished annual system passes. After five years' continuous service employees will be furnished annual passes good over system for themselves and wives.

RULE XVI.

Leave of Absence.

(a) Employees who have been in the company's service two years or more may be granted leave of absence of ninety days or less, and at the end of that time, or before if desired, upon making application to the proper official, may be reinstated to his former position, and retain seniority rights, but in case of sickness this leave of absence may be extended.

RULE XVII.

Students.

(a) No telegrapher will be allowed to keep students in any office of the company without written permission from the chief dispatcher, and in no case will there be allowed more than one student in any office, and should reasonable objection be made against any student he shall be removed.

RULE XVIII.

Schedules.

(a) Each telegrapher will be furnished by the company with a copy of this schedule, same to be returned to the chief dispatcher upon leaving the service.

RULE XIX.

Rulings.

(a) When a ruling is made by an official of the company, having jurisdiction affecting the interpretation of any of the articles of this agreement, the general chairman of the telegraphers will be forwarded copy of such ruling.

RULE XX.

Changes in Schedules, Etc.

(a) These rules and rates of pay shall become effective on July 1st, 1917, and there shall be no changes therein without thirty (30) days' notice.

WAGE SCALE.

Main Line.

Location and Position.	Rate per Month.
Chicago—	
Gen. Off. (GO), day telegrapher..	\$ 95.00
Local Frt. Off. (Z), day tel.-clerk	90.00
Car Acct. Off. (CA).....	75.00
So. Hammond, first trick telegrapher..	95.00
Second trick telegrapher.....	90.00
Third trick telegrapher.....	90.00
Dyer, agent and telegrapher (joint)...	40.00
First telegrapher (joint).....	39.00
Second telegrapher (joint).....	39.00
Third telegrapher (joint).....	39.00
St. John, agent and telegrapher.....	72.50
Cedar Lake, agent and telegrapher..	76.00
Second trick telegrapher.....	70.00
Third trick telegrapher.....	70.00
Lowell, agent and telegrapher.....	82.00
Shelby, agent and telegrapher (joint)	42.50
First trick telegrapher (joint)....	37.50
Second trick telegrapher (joint)....	37.50
Third trick telegrapher (joint)....	37.50
Rose Lawn, agent and telegrapher....	67.50
Fair Oaks, agent and telegrapher.....	80.00
Rensselaer, agent and telegrapher....	110.00
First trick telegrapher.....	75.00
Second trick telegrapher.....	72.50
McCoysburg, agent and telegrapher..	72.50
Monon, agent and telegrapher.....	110.00
First trick telegrapher.....	95.00
Second trick telegrapher.....	90.00
Third trick telegrapher.....	90.00
Chalmers, agent and telegrapher.....	87.50
Brookston, agent and telegrapher.....	85.00
Second trick telegrapher.....	70.00
Battle Ground, agent and telegrapher	65.00
Shops (SK), First trick telegrapher..	95.00
Second trick telegrapher.....	90.00
Third trick telegrapher.....	90.00
Dis. Off. (AD), day telegrapher.....	96.00
Day telegrapher.....	96.00
Night telegrapher.....	96.00
Romney, agent and telegrapher.....	72.50
Linden, agent and telegrapher.....	87.50
Crawfordsville, agent and telegrapher	110.00
First trick telegrapher.....	75.00
Second trick telegrapher.....	72.50
Third trick telegrapher.....	72.50
Ladoga, agent and telegrapher.....	87.50
Bainbridge, agent and telegrapher....	82.00
Second trick telegrapher.....	70.00
Third trick telegrapher.....	70.00
Greencastle, agent and telegrapher....	100.00
First trick telegrapher.....	75.00
Second trick telegrapher.....	72.50
Limedale, agent (joint).....	50.00
Cloverdale, agent and telegrapher....	72.00
Wallace Jct., agent and telegrapher..	90.00
Second trick telegrapher.....	75.00
Third trick telegrapher.....	75.00
Quincy, agent and telegrapher.....	55.00
Gosport, agent and telegrapher.....	92.50
First trick telegrapher.....	75.00
Second trick telegrapher.....	72.50
Stinesville, agent and telegrapher....	75.00
Ellettsville, agent and telegrapher....	77.00
McDoel (BN), first trick telegrapher..	95.00
Second trick telegrapher.....	90.00
Third trick telegrapher.....	90.00
Clear Creek, agent and telegrapher....	87.50
Harrodsburg, agent and telegrapher....	72.50
Second trick telegrapher.....	70.00
Third trick telegrapher.....	70.00

Location and Position. Rate per Month.

Murdock, agent and telegrapher.....	\$ 72.50
Bedford, first trick telegrapher.....	95.00
Second trick telegrapher.....	90.00
Third trick telegrapher.....	90.00
Mitchell, agent and telegrapher.....	90.00
Day telegrapher and clerk.....	77.50
Orleans, agent and telegrapher.....	75.00
First trick telegrapher.....	80.00
Second trick telegrapher.....	80.00
Third trick telegrapher.....	75.00
Campbellsburg, agent and telegrapher	73.50
Salem, agent and telegrapher.....	110.00
First trick telegrapher.....	75.00
Second trick telegrapher.....	75.00
Third trick telegrapher.....	75.00
Borden, agent and telegrapher.....	50.00
North Y, first trick telegrapher.....	75.00
Second trick telegrapher.....	72.50
Third trick telegrapher.....	72.50
Louisville (FH), day telegrapher-clerk	76.00
Night telegrapher and clerk.....	78.00

Air Line.

Monticello, agent and telegrapher....	\$ 75.00
Day telegrapher and clerk.....	77.50
Delphi, agent and telegrapher.....	82.50
First trick telegrapher.....	75.00
Second trick telegrapher.....	72.50
Third trick telegrapher.....	72.50
Ockley, agent and telegrapher.....	72.50
Rossville, agent and telegrapher.....	65.00
Frankfort, agent and telegrapher....	100.00
First trick telegrapher.....	80.00
Second trick telegrapher.....	72.50
Third trick telegrapher.....	72.50
Kirklin, agent and telegrapher.....	75.00
Terhune, agent and telegrapher.....	45.00
Sheridan, agent and telegrapher.....	80.00
Second trick telegrapher.....	75.00
Westfield, agent and telegrapher.....	76.00
Carmel, agent and telegrapher.....	65.00
Broad Ripple, agent and telegrapher..	72.50
Belt Jct. (RD), first trick telegrapher	95.00
Second trick telegrapher.....	90.00
Third trick telegrapher.....	90.00
Indianapolis (N), telegrapher-clerk..	95.00
Indianapolis (J), telegrapher and clerk	85.00
Indianapolis (GS), telegrapher-clerk..	85.00

Michigan City Branch.

Michigan City, first trick telegrapher..	\$ 75.00
Second trick telegrapher.....	72.50
Westville, agent and telegrapher....	70.00
Haskells, telegrapher and towerman..	72.50
Wanatah, agent and telegrapher....	75.00
La Crosse, agent and telegrapher....	85.00
San Pierre, agent and telegrapher....	70.00
Medaryville, agent and telegrapher...	75.00
Francesville, agent and telegrapher..	77.50

Indianapolis and Louisville Branch.

Jordan, agent and telegrapher.....	\$ 62.50
Patricksburg, agent and telegrapher....	72.50
Clay City, agent and telegrapher....	75.00
Midland, agent and telegrapher.....	80.00
First trick telegrapher.....	72.50
Second trick telegrapher.....	70.00
Third trick telegrapher.....	70.00

Bedford and Bloomfield Branch.

Location and Position.	Rate per Month.
Springville, agent and telegrapher....	\$ 61.00
Owensburg, agent and telegrapher...	60.00
Bloomfield, agent and telegrapher....	62.50

French Lick Branch.

Paoli, agent and telegrapher.....	\$ 80.00
West Baden, agent and telegrapher...	50.00
First trick telegrapher and clerk.	72.50
Second trick telegrapher and clerk	72.50

Location and Position.

Rate per Month.

French Lick, agent and telegrapher...	\$ 40.00
First trick telegrapher and clerk.	75.00
Second trick telegrapher and clerk	72.50

CHICAGO, INDIANAPOLIS & LOUISVILLE RAILWAY CO.

W. H. FOGG, Superintendent.
Approved: P. L. McMANUS,
General Superintendent.

J. E. HOLLON, G. C.
M. T. PARKS, G. S. & T.
W. J. DOOLEY, L. C. Southern Division.
W. F. SPEER, L. C. Northern Division.

Chicago, Milwaukee & St. Paul Railway Company

Tacoma Eastern Railroad Company

(WAGE SCALE EFFECTIVE SEPTEMBER 1, 1917.)

(RULES EFFECTIVE NOVEMBER 1, 1917.)

ARTICLE I.

Defining Classes Represented.

This schedule applies to Telegraph Operators, Telephone Operators whose duties include the handling of train orders or blocking of trains, Levermen and Staffmen, also such Station Agents as may be agreed upon by the officers of the company and the representatives of the employes as per this article, as set forth in the article establishing the wage scale.

The handling of train orders or blocking of trains at stations where an employe as per this article is employed, will be confined to employes covered by this schedule and train dispatchers, provided such employe is available and can be promptly located. When not called in conformity with this article, they will be paid for the call.

ARTICLE II.

New Positions.

When new positions are created, compensation will be arranged in conformity with positions of the same class, as shown in this schedule.

ARTICLE III.

Promotion and Seniority.

Section 1. Employes as per Article I will be regarded in line of promotion, advancement depending upon faithful discharge of duty and capacity for increased responsibility. Where these are sufficient, seniority will have the preference, the superintendent to be the judge, subject to appeal. Seniority rights will date from the last time of entering the service and will extend over districts as hereinafter specified. Office seniority will prevail in relay offices.

East Lines.

District No. 1—Illinois Division, Racine & Southwestern Division and Rochelle & Southern Division.

District No. 2—Iowa Division.

District No. 3—Chicago & Milwaukee Division and Chicago Terminals.

District No. 4—Des Moines Division.

District No. 5—Kansas City Division and Kansas City Terminals.

District No. 6—Sioux City & Dakota Division.

District No. 7—Dubuque Division.

District No. 8—La Crosse Division and Milwaukee Terminals.

District No. 9—Northern Division.

District No. 10—Prairie du Chien Division and Mineral Point Division.

District No. 11—Superior Division.

District No. 12—Wisconsin Valley Division.

District No. 13—River Division, Chippewa Valley Division and Wabasha Division.

District No. 14—Iowa & Minnesota Division.

District No. 15—Iowa & Dakota Division.

District No. 16—Southern Minnesota Division.

District No. 17—Hastings & Dakota Division.

Puget Sound Lines.

District No. 18—Trans-Missouri Division.

District No. 19—Musselshell Division.

District No. 20—Rocky Mountain Division and Northern Montana Division.

District No. 21—Missoula Division.

District No. 22—Idaho Division and Columbia Division.

District No. 23—Coast Division and Tacoma Eastern Railroad.

Sec. 2. A list of employes as per Article I, in each district, will be prepared according to seniority and revised semi-annually, on February 1st and August 1st, and copies furnished the general chairman.

Sec. 3. Seniority will only be effective when vacancies occur or new positions are created, except as otherwise provided in this article.

Sec. 4. Where vacancies occur, notices will be mailed to all offices in the respective seniority districts, the first and fifteenth day of each month, stating salary if not shown in the schedule, copies thereof to be mailed to local chairman at the time of issue, and applications must be filed within ten days from date of notice. Such notice will show

assignments made on the last bulletin, with names of applicants for each position, and appointment will be made within thirty days in accord with this article, so far as practicable.

Supplementary bulletins for extra work as operator in train dispatching and relay offices will be issued when necessary, such bulletins allowing not less than five days for applications.

Sec. 5. The line of promotion in a relay office will be as follows: To chief-operator from first assistant chief operator; to first assistant chief operator from second assistant chief operator; to second assistant chief operator from senior operator. The last trick only in a relay office to be bulletineted and filled in accordance with Section 1 of this article.

Sec. 6. Employees as per Article I, not promoted according to seniority, will be given the reason in writing, if requested.

Sec. 7. Any employee as per Article I, making application for and receiving the appointment to a position, must accept the position or go on the extra list, unless his application is withdrawn before the expiration of the time allowed for making application.

Sec. 8. Employees as per Article I, vacating a position, will not be reappointed to such position except upon a subsequent vacancy, unless there are no other applicants.

Sec. 9. Employees as per Article I, declining promotion to any position, do not forfeit their right to it, nor to any other position, when vacancy occurs, except as provided by Section 5 of this article.

Sec. 10. When employees as per Article I are transferred and after a fair trial are found incapable, they will take their place on the extra list, but will retain their seniority rights.

Sec. 11. In event of reduction of employees as per Article I, the junior employee in the district will be first to be laid off. In event of re-employment, the oldest man laid off will be given work first, if available.

Should a position be abolished, the incumbent may displace the youngest regularly assigned employee in the district or the youngest regularly assigned employee holding a position of the same class, who in turn may displace the youngest regularly assigned employee in the district, provided seniority and ability are sufficient and claim is made within ten days. In case the youngest employee holding a position of the same class, is also the youngest regularly assigned employee in the district, and the employee whose position was abolished is not qualified to displace him, he may displace the next youngest regularly assigned employee in the district, or go on the extra list. In event of two or more similar positions being closed at the same time, the incumbents may displace a similar number of employees as above, preference being given to seniority.

In event of reduction of force at any office, the last trick will be abolished, the remaining men to be moved back on tricks, retaining their rates of pay. Increasing the force at any office, the last trick will be the new position and will be filled in accordance with Section 4 of this article, the employees at such office moving up on tricks.

Sec. 12. Where temporary positions are created, or where extra work is required on account of leave of absence having been granted for three months or more, also where extra work is required for two weeks or more in train dispatching or relay offices, the position will be filled according to seniority, as per this article. When such work is no longer required, the employee performing the extra service may return to his regularly assigned position. In case the regular employee desires to resume work on his regular position prior to the expiration of his leave of absence, he may do so.

Sec. 13. The senior extra employee shall have preference of all extra work, if available and competent, but if filling a vacancy at the time a junior employee is assigned, the junior employee may hold the position for a period of ten (10) days from the time he commenced work on the position, when he can be displaced by the senior employee. It is expected that under this rule extra employees will accept the extra work to which their seniority entitles them.

Sec. 14. Employees as per Article I, accepting promotion to a position representing the interest of the company or the Order of Railroad Telegraphers, will retain their seniority; it being the intent that the duties of the position will be confined to the system and in the event of failure to satisfactorily fill the position or a desire to return to the service from which promoted, he may do so.

ARTICLE IV.

Exchanging Positions.

Exchanging positions will not be permitted, unless for good reason and with the consent of the superintendent, the local board of adjustment and all employees as per Article I, holding seniority over the employees desiring to exchange.

ARTICLE V.

Leave of Absence.

Section 1. Leave of absence will not be granted for more than four months in any one year period, except in case of sickness or disability, or as provided by Section 2 of this article.

Sec. 2. Leave of absence may be extended to eight months in any one year period to allow homestead entrymen to comply with homestead laws.

ARTICLE VI.

Discipline.

Section 1. Employees as per Article I, will not be suspended or discharged without just cause. When they consider they have been unjustly treated, they will have the right to appeal to the superintendent, assistant general superintendent, general superintendent, assistant to the general manager, assistant general manager and general manager, in the order named.

Sec. 2. Employees as per Article I, disciplined or discharged and after investigation found not at fault, will be reinstated and paid for lost time, such investigation to be held within ten days after request by the party disciplined.

Sec. 3. Employees as per Article I, may be present at any and all investigations and

may be accompanied by a co-employee if they so desire.

Sec. 4. Grievances will be taken up with the officials within thirty days, otherwise redress will be waived.

ARTICLE VII.

Service Letters.

Employees as per Article I, leaving the service for any cause, will be given a letter, signed by the superintendent of telegraph, stating the time and character of service and specific reason for leaving.

ARTICLE VIII.

Sunday and Holiday Work.

Section 1. Employees as per Article I, will be excused from work as far as possible on Sunday, New Year, July 4th, Labor Day, Thanksgiving and Christmas.

Sec. 2. Employees as per Article I, required to perform any service on Sunday, will be allowed extra pay pro rata, with a minimum of one hour for each time they report, for all Sunday work within the assigned Sunday hours; assigned Sunday hours to be within the spread of the week day assignment. For all service on Sunday outside of the assigned Sunday hours they will be allowed overtime as per overtime rules.

ARTICLE IX.

Court Business and Investigations.

Employees as per Article I, attending court or absent from their regular duties on business for the company, will be allowed regular salary and necessary expenses while away from home.

ARTICLE X.

Emergency Offices.

Employees as per Article I, performing duties at wrecks, washouts, snow blockades or other similar emergency offices, will receive a minimum of \$2.75 per day of nine hours or less and overtime, as per Article XIV, for all time in excess of nine hours and no other compensation; time to be computed from time they start until they return.

ARTICLE XI.

Meal Hours.

Employees as per Article I, working more than eight consecutive hours, will, when possible, be allowed sixty consecutive minutes in which to procure meals and when possible will be excused for this purpose. When they cannot be allowed the hour for this purpose between 11:30 and 1:30 noon or midnight, or between 6 and 8 o'clock a. m. or p. m., they will receive one hour overtime pay pro rata, but not less than 40c, and will be allowed thirty minutes for meal as soon thereafter as practicable. One meal hour to be designated when assigning the working hours.

ARTICLE XII.

Commencing Time of Day.

The commencing time for all station agents will be between 6:00 and 8:00 o'clock a. m. The commencing time for all employees as per Article I, other than station agents, working more than nine consecutive hours, will be between 6:00 and 8:00 o'clock a. m. or p. m.

ARTICLE XIII.

Hours of Service.

Section -1. Eight consecutive hours will constitute a day in relay offices

Chicago (CG),	Miles City (MC),
Milwaukee (GO),	Butte (GS),
Minneapolis (C),	Malden (M),
Marion (MA),	Seattle (S),
Mobridge (MB),	Tacoma (TC),

and for all employees as per Article I, in train dispatching offices.

Sec. 2. At offices operated during a portion of the day and a portion of the night, a total of more than thirteen hours, nine consecutive hours, including a meal hour, where but two tricks are maintained, and eight consecutive hours, where three tricks are maintained, will constitute a day for all employees as per Article I, whose duties include the handling of orders pertaining to or affecting train movements or the blocking of trains, and ten consecutive hours, including a meal hour, will constitute a day for all employees as per Article I, whose duties do not include the handling of orders pertaining to or affecting train movements or the blocking trains, except those covered by Section 5 of this article.

Sec. 3. At offices where an agent is employed in addition to one or more day employees as per Article I, ten consecutive hours, including a meal hour, will constitute a day, except for those covered by Section 5 of this article.

Sec. 4. At offices where but one employee as per Article I, is employed, ten consecutive hours, including a meal hour, will constitute a day, except for those covered by Section 5 of this article.

Sec. 5. Twelve consecutive hours, including a meal hour, will constitute a day for levermen, whose duties do not include the handling of orders pertaining to or affecting train movements or the blocking of trains.

Sec. 6. Seven hours' service will constitute a day for employees as per Article I, working split tricks at any office. No trick will be split more than once and will be confined to a spread of not more than thirteen hours.

Sec. 7. After sixteen hours' continuous service, employees as per Article I, will, upon request, be allowed eight hours rest, except in cases of emergency.

ARTICLE XIV.

Overtime and Calls.

Section 1. Employees as per Article I, will be allowed overtime when required by proper authority to remain on duty in excess of, or outside of, their established hours. The rate of pay for overtime will be based on monthly salary, but in no case less than fifty cents per hour for all employees as per Article I, in "CG" Chicago, "GO" Milwaukee, "C" Minneapolis, "MA" Marion, "MB" Mobridge, "MC" Miles City, "GS" Butte, "M" Malden, "S" Seattle and "TC" Tacoma, and forty cents per hour for all other employees as per Article I.

Sec. 2. In computing overtime, thirty minutes or less will not be counted; over thirty minutes and up to one hour and thirty-one minutes, will be counted one hour.

Sec. 3. Employees as per Article I, when called to the office by proper authority, for any purpose, before or after regular hours,

will be paid sixty-five cents for each call and if kept on duty longer than one hour, will receive overtime pro rata with regular salary, but not less than the minimum specified in this article.

Sec. 4. Employees as per Article I, will be notified without delay when claims for overtime or other compensation are not allowed and reason stated for being disallowed.

ARTICLE XV.

Objectionable Work.

Section 1. Employees as per Article I, will not be required to shovel snow, mow lawns, scrub waiting rooms, offices or outbuildings, but will be expected to keep their stations neat and clean, notifying the division superintendent when help is required to accomplish it.

Sec. 2. Employees as per Article I, will be allowed compensation for the operation of gasoline pumps as follows: \$10.00 per month will be allowed the position regularly assigned by the superintendent to operate the pump. If more than one employee holds such position during the month, the \$10.00 will be divided pro rata on basis of number of days in the month. In case an employee as per Article I, other than the regularly assigned man is instructed to operate the pump, such employee will be allowed 35c per day for each day he performs such service. If required to operate the pump more than fifteen days in any one month, that position will also be allowed \$10.00, to be divided on the same pro rata basis between the employees holding that position during the month.

Sec. 3. At stations where there are no other employees and not to exceed two switch or signal lights, employees as per Article I, will be required to care for them without extra compensation. At other stations where employees as per Article I, are required to care for switch or signal lights they will be paid as follows: For four or less, \$4.00 per month; for each additional light, 50c per month. This does not apply to the train order signal proper, nor to signal lights in connection with interlocking plants, except at interlocking plants where there are station duties to perform.

Sec. 4. At offices where more than ten cells of local battery are located, employees as per Article I, will not be required to clean them.

ARTICLE XVI.

Transfers.

Section 1. Employees as per Article I, regularly transferred, will be allowed regular pay for time lost in making such transfers; rate of pay to be based on position leaving.

Sec. 2. Employees as per Article I, not transferred within thirty days after having been assigned to a position, will be allowed \$1.00 per day for expenses, after the thirty days allowed for transfer have expired.

ARTICLE XVII.

Relief Work.

Section 1. Employees as per Article I, will be paid pro rata with the regular salary of the position where they are relieving except as otherwise provided in this article, and will be paid full time for time lost in transferring from one position to another.

Sec. 2. Employees as per Article I, relieving at unscheduled positions, will receive not less than the minimum salary on the division where employed, and all other provisions of the schedule.

Sec. 3. Employees as per Article I, holding a regularly assigned position will not be required to perform relief work, except in cases of emergency. When required to perform such service at other than the station where regularly assigned, they will receive the regular salary of the position where relieving, but not less than a rate \$30.00 per month higher than the salary of their regular position; commissions not to be considered. The intent being to cover expenses while away from home. The provisions for extra compensation will not apply to employees as per Article I, appointed upon application to positions covered by Section 12 of Article III.

ARTICLE XVIII.

Bonds.

Where surety bond is required, the railway company will pay the premium on the bond. Employees as per Article I, required to give surety bonds will have the right to select any reputable and responsible company as their surety, when unjust or arbitrary discrimination by the surety company selected by the railway company is shown.

ARTICLE XIX.

Telegraph Students.

Employees as per Article I, will not be required to teach telegraphy.

ARTICLE XX.

Pro Rata Rates.

The following table of pro rata daily and hourly rates is based on twenty-six days per month. When employed all of the working days in any month, the full monthly rate will be allowed. In instances of employment a fractional part of a month, this table will be used regardless of the actual number of working days in the month. The pro rata hourly rates are not based on the spread of assignments, but are based on the number of hours worked not including meal hour.

Where rate per month is	Pro rata rate per day is	Pro rata rates per hour			
		11-hr. men	9-hr. men	8-hr. men	7-hr. men
\$50.00	\$1.92	17c	21c	24c	27c
52.50	2.02	18	22	25	29
55.00	2.12	19	24	26	30
57.50	2.21	20	25	28	32
60.00	2.31	21	26	29	33
62.50	2.40	22	27	30	34
65.00	2.50	23	28	31	36
67.50	2.60	24	29	32	37
70.00	2.69	24	30	34	38
72.50	2.79	25	31	35	40
75.00	2.88	26	32	36	41
77.50	2.98	27	33	37	43
80.00	3.08	28	34	38	44
82.50	3.17	29	35	40	46
85.00	3.27	30	36	41	47
87.50	3.37	31	37	42	48
90.00	3.46	31	38	43	49
92.50	3.56	32	40	44	51
95.00	3.65	33	41	46	52

Where rate per month is	Pro rata rate per day is	Pro rata rates per hour			
		11-hr. men	9-hr. men	8-hr. men	7-hr. men
\$ 97.50	\$3.75	34c	42c	47c	54c
100.00	3.85	35	43	48	55
102.50	3.94	36	44	49	56
105.00	4.04	37	45	50	58
107.50	4.13	38	46	52	59
110.00	4.23	38	47	53	60
112.50	4.33	39	48	54	62
115.00	4.42	40	49	55	63
117.50	4.52	41	50	56	65
120.00	4.62	42	51	58	66
122.50	4.71	43	52	59	67
125.00	4.81	44	53	60	69
127.50	4.90	45	54	61	70
130.00	5.00	45	55	62	71
132.50	5.10	46	57	64	73
135.00	5.19	47	58	65	74
137.50	5.29	48	59	66	76
140.00	5.38	49	60	67	77
142.50	5.48	50	61	68	78
145.00	5.58	51	62	70	80
147.50	5.67	52	63	71	81
150.00	5.77	52	64	72	82

ARTICLE XXI.

WAGE SCALE.

Note.—Any of these positions may embrace any or all of the others without special mention or reference.

EAST LINES.

Illinois Division.

Station and Position.	Rate per Month.
Galewood Tower, first leverman.....	\$ 82.50
Second leverman.....	82.50
Third leverman.....	82.50
Mont Clare, agent.....	72.50
Tower B 12, first leverman.....	85.00
Second leverman.....	85.00
Third leverman.....	85.00
Franklin Park, agent.....	92.50
Night operator.....	80.00
Bensenville, agent.....	82.50
Second operator.....	75.00
Third operator.....	75.00
Itasca, agent.....	82.50
Roselle, agent.....	82.50
Ontarioville, agent.....	82.50
Bartlett, agent.....	82.50
Spaulding, agent.....	135.00
Spaulding Tower, first leverman.....	108.00
Second leverman.....	108.00
Third leverman.....	108.00
Fox River Tower, first leverman.....	82.50
Second leverman.....	82.50
Third leverman.....	82.50
Elgin, first operator.....	97.50
Second operator.....	92.50
Third operator.....	90.00
Almora, agent.....	80.00
McQueens, Night operator.....	75.00
Pingree Grove, agent.....	80.00
Hampshire, agent.....	95.00
Second operator.....	77.50
New Lebanon, agent.....	77.50
Genoa, agent.....	95.00
Day operator.....	80.00

Station and Position.	Rate per Month.
Kingston Tower, first leverman.....	\$ 80.00
Second leverman.....	80.00
Third leverman.....	80.00
Kingston, agent.....	85.00
Kirkland, agent.....	102.50
First operator.....	87.50
Second operator.....	82.50
Third operator.....	82.50
Fairdale, agent.....	80.00
Monroe Center, agent.....	80.00
Davis Junction, agent.....	100.00
First operator.....	97.50
Second operator.....	95.00
Third operator.....	95.00
Stillman Valley, agent.....	92.50
Byron, agent.....	95.00
Byron Tower, first leverman.....	80.00
Second leverman.....	80.00
Third leverman.....	80.00
Leaf River, agent.....	95.00
Second operator.....	75.00
Third operator.....	75.00
Adeline, agent.....	80.00
Forreston, agent.....	82.50
Harper, agent.....	80.00
Kittredge, first leverman.....	82.50
Second leverman.....	82.50
Third leverman.....	82.50
Lanark, agent.....	102.50
Lanark Tower, first leverman.....	85.00
Second leverman.....	85.00
Third leverman.....	85.00
Ashdale, first leverman.....	82.50
Second leverman.....	82.50
Third leverman.....	82.50
Mt. Carroll, agent.....	102.50
Day operator.....	87.50
Red Barn, night operator.....	75.00
Hickory Grove, agent.....	77.50
Savanna Yard, first operator.....	95.00
Second operator.....	95.00
Third operator.....	95.00
Savanna "Pass," first operator.....	100.00
Second operator.....	95.00
Savanna "Dsprs. Ofs.," first operator.....	100.00
Second operator.....	100.00
Savanna Tower, first leverman.....	65.00
Second leverman.....	65.00
Third leverman.....	65.00
Thomson, agent.....	85.00
Ebner, first leverman.....	82.50
Second.....	82.50
Third leverman.....	82.50
Fulton, agent.....	90.00
Albany, agent.....	80.00
Cordova, agent.....	80.00
Second operator.....	72.50
Port Byron, agent.....	80.00
Hampton, agent.....	65.00
Watertown, agent.....	77.50
East Moline, agent.....	140.00
First operator.....	85.00
Second operator.....	85.00
Third operator.....	85.00
Davenport "Bdge. Sw.," first operator.....	80.00
Second operator.....	80.00
Davenport "Frt.," day operator.....	87.50
Davenport Water Wks., first staff.....	80.00
Second staffman.....	80.00
Third staffman.....	80.00
Dunning, agent.....	75.00

SCHEDULES AND WAGE SCALES.

Racine & Southwestern Division.

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Racine, first operator.....	\$ 87.50	Lost Nation, agent.....	\$ 87.50
Second operator.....	75.00	Oxford Junction, agent.....	90.00
Third operator.....	72.50	First operator.....	85.00
Corliss, agent.....	92.50	Second operator.....	82.50
First operator.....	87.50	Third operator.....	82.50
Second operator.....	85.00	Hale, agent.....	80.00
Third operator.....	82.50	Olin, agent.....	90.00
Union Grove, agent.....	82.50	Morley, agent.....	82.50
Second operator.....	75.00	Martelle, agent.....	82.50
Kansasville, agent.....	80.00	Paralta, agent.....	82.50
Burlington Tower, day leverman.....	72.50	Second leverman.....	80.00
Night leverman.....	72.50	Third leverman.....	80.00
Burlington, agent.....	105.00	East Marion Yard, first operator.....	80.00
First operator.....	80.00	Second operator.....	80.00
Second operator.....	77.50	West Marion Yard, first operator.....	87.50
Third operator.....	77.50	Second operator.....	87.50
Lyons, agent.....	77.50	Third operator.....	87.50
Springfield, agent.....	85.00	Marion "MA," chief operator.....	117.50
Elkhorn, agent.....	100.00	First assistant chief operator.....	107.50
First operator.....	85.00	Second assistant chief operator.....	107.50
Second operator.....	77.50	Indian Creek, first operator.....	80.00
Third operator.....	77.50	Second operator.....	80.00
Déavan, agent.....	105.00	Third operator.....	80.00
Day operator.....	85.00	Louisa, agent.....	75.00
Darien, agent.....	80.00	Second operator.....	75.00
Clinton Junction, agent.....	97.50	Third operator.....	75.00
Beloit, first staffman.....	87.50	Covington, agent.....	75.00
Second staffman.....	82.50	Atkins, agent.....	85.00
Third staffman.....	82.50	Newhall, agent.....	85.00
Rockton, agent.....	90.00	Van Horne, agent.....	87.50
Second staffman.....	77.50	Second operator.....	77.50
Third staffman.....	75.00	Keystone, agent.....	87.50
Shirland, agent.....	82.50	Elberon, agent.....	82.50
Durand, agent.....	85.00	Vining, agent.....	77.50
Davis, agent.....	80.00	Gladstone, agent.....	75.00
Rock City, agent.....	77.50	Tama, agent.....	107.50
Dakota, agent.....	80.00	First operator.....	85.00
Freeport, first operator.....	87.50	Second operator.....	80.00
Second operator.....	80.00	Third operator.....	80.00
Third operator.....	80.00	Potter, agent.....	75.00
Florence, agent.....	77.50	Dunbar, agent.....	75.00
Shannon, agent.....	90.00	Ferguson, agent.....	85.00
Troy Center, agent.....	72.50	Second operator.....	82.50
Rockford, day operator.....	85.00	Third operator.....	80.00

Rochelle & Southern Division.

Stewart Junction, agent.....	\$ 77.50
Scarboro, agent.....	72.50
Roxbury, agent.....	72.50
Mendota, agent.....	97.50
Ladd, third operator.....	72.50
Cherry, agent.....	87.50
Standard, agent.....	72.50
Cedar Point, agent.....	72.50
Oglesby, agent.....	100.00

Iowa Division.

Sabula Bridge, day leverman.....	\$ 97.50	Slaters Tower, first leverman.....	82.50
Night leverman.....	92.50	Second leverman.....	82.50
Sabula, agent.....	92.50	Third leverman.....	82.50
Second operator.....	80.00	Madrid, agent.....	97.50
Third operator.....	80.00	First operator.....	85.00
Green Island, agent.....	92.50	Second operator.....	82.50
Second leverman.....	90.00	Third operator.....	82.50
Third leverman.....	90.00	Phildia, agent.....	75.00
Browns, agent.....	82.50	Woodward, agent.....	90.00
Second leverman.....	80.00	Bouton, agent.....	80.00
Third leverman.....	80.00	Perry "Dsprs. Ofs.," first operator.....	100.00
Delmar Junction, agent.....	92.50	Second operator.....	95.00
Second operator.....	82.50	Perry Yard, first operator.....	87.50
Third operator.....	82.50	Second operator.....	87.50
Elwood, agent.....	80.00	Third operator.....	87.50

Station and Position.	Rate per Month.
Dawson, agent.....	\$ 80.00
Jamaica, agent.....	80.00
Herndon, agent.....	90.00
First leverman.....	82.50
Second leverman.....	82.50
Third leverman.....	82.50
Bagley, agent.....	87.50
Bayard, agent.....	90.00
Coon Rapids, agent.....	100.00
Second operator.....	82.50
Third operator.....	80.00
Dedham, agent.....	85.00
Templeton, agent.....	82.50
Manning, agent.....	100.00
Second operator.....	82.50
Third operator.....	80.00
Aspinwall, agent.....	75.00
Manilla, first operator.....	87.50
Second operator.....	87.50
Third operator.....	87.50
Astor, agent.....	55.00
Defiance, agent.....	85.00
Second operator.....	75.00
Earling, agent.....	85.00
Second operator.....	75.00
Third operator.....	75.00
Panama, agent.....	80.00
Portsmouth, agent.....	80.00
Second operator.....	75.00
Third operator.....	75.00
Persia, agent.....	85.00
Second operator.....	75.00
Yorkshire, agent.....	75.00
Neola, agent.....	90.00
Second operator.....	75.00
Third operator.....	75.00
Underwood, agent.....	75.00
Weston, agent.....	75.00
Second operator.....	75.00
Co. Bluffs Yard, first operator.....	87.50
Second operator.....	87.50
Third operator.....	87.50
Co. Bluffs "Frt.," day operator.....	92.50
Omaha "MS," day operator.....	87.50
Elk River Junction, agent.....	77.50
Tees Grove, agent.....	72.50
Miles, agent.....	80.00
Preston, agent.....	87.50
Lyons, agent.....	110.00
Clinton "Tkt.," day operator.....	85.00
Eldredge Junction, agent.....	70.00
Long Grove, agent.....	70.00
De Witt, agent.....	95.00
Welton, agent.....	72.50
Maquoketa, agent.....	100.00
Day operator.....	85.00
Donahue, agent.....	70.00
Dixon, agent.....	72.50
Big Rock, agent.....	55.00
Wheatland, agent.....	70.00
Toronto, agent.....	70.00
Massillon, agent.....	55.00
Wyoming, agent.....	82.50
Center Junction, agent.....	60.00
Scotch Grove, agent.....	57.50
Springville, agent.....	82.50
Viola, agent.....	55.00
Stone City, agent.....	95.00
Anamosa, agent.....	110.00
Day operator.....	85.00
Langworthy, agent.....	70.00
Monticello, agent.....	100.00
Day operator.....	87.50

Station and Position.	Rate per Month.
Hopkinton, agent.....	\$ 85.00
Delhi, agent.....	62.50
Delaware, agent.....	70.00
Oneida Junction, agent.....	80.00
Greeley, agent.....	82.50
Edgewood, agent.....	82.50
Strawberry Point, agent.....	90.00
Arlington, agent.....	87.50
Fayette, agent.....	100.00
Hawkeye, agent.....	82.50
Waucoma, agent.....	82.50
Sand Springs, agent.....	55.00
Worthington, agent.....	60.00

Chicago & Milwaukee Division.

Chicago "CG," chief operator.....	\$130.00
First assistant chief operator.....	115.00
Second assistant chief operator.....	112.50
Other operators.....	105.00
Healy, agent.....	110.00
Forest Glen, agent.....	77.50
Edgebrook, agent.....	77.50
Tower A 13, first leverman.....	82.50
Second leverman.....	82.50
Third leverman.....	82.50
Morton Grove, agent.....	87.50
Golf, agent.....	70.00
Glenview, agent.....	87.50
Shermerville, agent.....	87.50
Tower A 23, first leverman.....	85.00
Second leverman.....	82.50
Third leverman.....	82.50
Deerfield, agent.....	87.50
Everett, agent.....	85.00
Rondout, agent.....	137.50
Day operator.....	95.00
Rondout Tower, first leverman.....	95.00
Second leverman.....	95.00
Third leverman.....	95.00
Warrenton, agent.....	85.00
Gurnee, agent.....	85.00
Wadsworth, agent.....	85.00
Wadsworth Tower, first leverman.....	82.50
Second leverman.....	82.50
Third leverman.....	82.50
Russell, agent.....	85.00
Rainey, agent.....	85.00
Second leverman.....	82.50
Third leverman.....	82.50
Truesdell, agent.....	80.00
Somers, agent.....	85.00
Franksville, agent.....	85.00
Tower A 68, first leverman.....	82.50
Second leverman.....	82.50
Third leverman.....	82.50
Caledonia, agent.....	80.00
Oakwood, agent.....	82.50
Lake, agent.....	87.50
Second leverman.....	85.00
Third leverman.....	85.00
Libertyville, agent.....	110.00
Libertyville "Pass," day operator.....	80.00
Soo Tower, first leverman.....	75.00
Second leverman.....	75.00
Third leverman.....	75.00
Grays Lake, agent.....	80.00
Round Lake, agent.....	87.50
Ingleside, agent.....	87.50
Fox Lake, agent.....	95.00
Day operator.....	75.00
Spring Grove, agent.....	80.00
Solon Mills, agent.....	80.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Hebron Tower, agent.....	\$ 77.50	Jefferson, agent.....	\$105.00
Second leverman.....	75.00	Day operator.....	80.00
Third leverman.....	75.00	Farlin, agent.....	55.00
Zenda, agent.....	82.50	Churdan, agent.....	85.00
Walworth, agent.....	95.00	Adaza, agent.....	70.00
Bardwell, first leverman.....	85.00	Lohrville, agent.....	85.00
Second leverman.....	85.00	Rockwell City, agent.....	100.00
Third leverman.....	85.00	First operator.....	82.50
Avalon, agent.....	80.00	Second operator.....	80.00
Rock River Tower, first leverman.....	75.00	Third operator.....	77.50
Second leverman.....	75.00	Jolley, agent.....	75.00
Third leverman.....	75.00	Knoke, agent.....	50.00
Chicago Terminals.		Fonda Tower, day leverman.....	70.00
Tower A 2, director.....	\$125.00	Night leverman.....	70.00
Assistant director.....	115.00	Fonda, agent.....	100.00
First leverman.....	105.00	Varina, agent.....	72.50
Second leverman.....	105.00	Albert City, agent.....	72.50
Third leverman.....	105.00	Marathon, agent.....	80.00
Tower A 3, first leverman.....	82.50	Marathon Tower, day leverman.....	70.00
Second leverman.....	82.50	Night leverman.....	70.00
Third leverman.....	82.50	Webb, agent.....	70.00
Western Ave. "Supts Ofs", day opera- tor.....	87.50	Gillet Grove, agent.....	70.00
Tower A 4, first leverman.....	82.50	Lavinia, agent.....	67.50
Second leverman.....	82.50	Lytton, agent.....	72.50
Third leverman.....	82.50	Sac City, agent.....	100.00
Pacific Junction, first operator.....	87.50	Nemaha, agent.....	70.00
Second operator.....	87.50	Juniata, agent.....	50.00
Third operator.....	87.50	Storm Lake, agent.....	100.00
First leverman.....	87.50	Grimes, agent.....	75.00
Second leverman.....	87.50	Granger, agent.....	75.00
Third leverman.....	87.50	Luther, agent.....	70.00
Hermosa, agent.....	87.50	Boone, agent.....	107.50
Cragin Junction, first leverman.....	87.50	Kansas City Division.	
Second leverman.....	87.50	Ardon, agent.....	\$ 77.50
Third leverman.....	87.50	Cranston, agent.....	77.50
Cragin, agent.....	100.00	Cone, agent.....	77.50
Galewood Transfer, first operator.....	95.00	Second leverman.....	75.00
Second operator.....	95.00	Third leverman.....	75.00
Third operator.....	95.00	Gladwin, agent.....	77.50
East Grand Avenue, day leverman.....	70.00	Haskins, agent.....	77.50
Night leverman.....	70.00	Washington, agent.....	110.00
Chicago Avenue, day leverman.....	72.50	First operator.....	80.00
Night leverman.....	72.50	Second operator.....	77.50
Division Street, day leverman.....	70.00	Third operator.....	77.50
Night leverman.....	70.00	Washington Tower, day leverman.....	72.50
North Avenue, day leverman.....	70.00	Night leverman.....	72.50
Night leverman.....	70.00	Titus, agent.....	77.50
Cortland Street, day leverman.....	70.00	Rubio, agent.....	77.50
Night leverman.....	70.00	Second operator.....	75.00
Fullerton Avenue, day leverman.....	70.00	Richland, agent.....	77.50
Night leverman.....	70.00	Linby, agent.....	77.50
Lincoln Avenue, day leverman.....	70.00	Second leverman.....	75.00
Night leverman.....	70.00	Third leverman.....	75.00
Belmont Avenue, day leverman.....	70.00	Farson, agent.....	80.00
Night leverman.....	70.00	Rutledge, agent.....	80.00
Edgewater, agent.....	102.50	Second operator.....	77.50
Elsmere, agent.....	100.00	Third operator.....	77.50
Evanston, agent.....	110.00	Ottumwa Jct., (Disp. Off.), first opr.....	100.00
Des Moines Division.		Second operator.....	100.00
Clive, agent.....	\$ 75.00	Third operator.....	95.00
Second operator.....	70.00	Fourth operator.....	95.00
Third operator.....	70.00	Ottumwa (Ticket), first operator.....	92.50
Wauke, agent.....	75.00	Second operator.....	85.00
Adel, agent.....	90.00	Third operator.....	82.50
Redfield, agent.....	90.00	Bear Creek, agent.....	77.50
Linden, agent.....	72.50	Bidwell, agent.....	77.50
Panora, agent.....	90.00	Second operator.....	75.00
Yale, agent.....	75.00	Third operator.....	75.00
Cooper, agent.....	72.50	Blakesburg, agent.....	80.00
		Brompton, night operator.....	75.00
		Foster, agent.....	77.50

Station and Position.	Rate per Month.
Moravia, agent.....	\$ 85.00
Second operator.....	75.00
Third operator.....	75.00
Rathbun, agent.....	80.00
Mystic, agent.....	97.50
First operator.....	82.50
Second operator.....	80.00
Third operator.....	77.50
Jerome, agent.....	77.50
Seymour, agent.....	95.00
Second operator.....	77.50
Third operator.....	77.50
Seymour Tower, day leverman.....	72.50
Night leverman.....	72.50
Sewal, agent.....	77.50
Second operator.....	75.00
Third operator.....	75.00
Powersville, agent.....	80.00
Second operator.....	75.00
Lucerne, agent.....	82.50
Newton, agent.....	77.50
Second operator.....	75.00
Third operator.....	75.00
Harris, agent.....	82.50
Osgood, agent.....	77.50
Second operator.....	75.00
Third operator.....	75.00
Gault, agent.....	80.00
Laredo, agent.....	102.50
First operator.....	82.50
Second operator.....	80.00
Third operator.....	80.00
Chula, agent.....	80.00
Second operator.....	75.00
Third operator.....	75.00
Sturges, agent.....	60.00
Chillicothe, agent.....	115.00
First operator.....	82.50
Second operator.....	77.50
Third operator.....	77.50
Dawn, agent.....	77.50
Ludlow, agent.....	82.50
Braymer, agent.....	85.00
Second operator.....	77.50
Third operator.....	75.00
Cowgill, agent.....	87.50
Polo, agent.....	92.50
Second operator.....	77.50
Third operator.....	75.00
Elmira, agent.....	77.50
Lawson, agent.....	95.00
Second operator.....	75.00
Third operator.....	75.00
Excelsior Springs, agent.....	102.50
Second operator.....	75.00
Third operator.....	75.00
Moseby, agent.....	77.50
Stockdale, agent.....	55.00
Liberty, agent.....	90.00
Second operator.....	75.00
Third operator.....	75.00
Northern Junction, agent.....	77.50
Second operator.....	77.50
Third operator.....	77.50
Cedar Rapids (Ticket), first operator.....	97.50
Second operator.....	87.50
Third operator.....	82.50
Fairfax, agent.....	75.00
Walford, agent.....	57.50
Amana, day operator.....	70.00
Conroy, agent.....	75.00
Williamsburg, agent.....	95.00
First operator.....	75.00
Second operator.....	72.50
Third operator.....	72.50

Station and Position.	Rate per Month.
Parnell, agent.....	\$ 80.00
North English, agent.....	85.00
Second operator.....	75.00
Webster, agent.....	75.00
Sigourney, agent.....	102.50
Second operator.....	75.00
Hayesville, agent.....	75.00
Highland, agent.....	50.00

Kansas City Terminals.

Suburban Junction, first staffman.....	\$ 77.50
Second staffman.....	77.50
Third staffman.....	77.50
East Bottom Tower, first leverman.....	77.50
Second leverman.....	77.50
Third leverman.....	77.50
Coburg, first operator.....	90.00
Second operator.....	85.00
Third operator.....	85.00
Kansas City "Frt", day operator.....	100.00
Kansas City "Tkt", day operator.....	97.50

Sioux City & Dakota Division.

Buck Grove, agent.....	\$ 72.50
Arion, agent.....	65.00
Kenwood, agent.....	72.50
Charter Oak, agent.....	85.00
Second operator.....	75.00
Ute, agent.....	85.00
Mapleton, agent.....	102.50
Second operator.....	77.50
Third operator.....	75.00
Rodney, agent.....	75.00
Grant Center, agent.....	72.50
Hornick, agent.....	75.00
Second operator.....	72.50
Luton, agent.....	75.00
Morningside, agent.....	80.00
Sioux City Yard, first operator.....	87.50
Second operator.....	87.50
Third operator.....	87.50
Sioux City "Dsprs Ofs", first operator.....	97.50
Second operator.....	95.00
Sioux City "Tkt", day operator.....	95.00
Brugher Bridge, day operator.....	72.50
Jefferson, agent.....	77.50
Elk Point, agent.....	115.00
First operator.....	80.00
Second operator.....	77.50
Third operator.....	77.50
Burbank, agent.....	70.00
Vermillion, agent.....	115.00
Second operator.....	75.00
Meckling, agent.....	75.00
Gayville, agent.....	75.00
Yankton, first operator.....	77.50
Second operator.....	75.00
Third operator.....	75.00
Utica, agent.....	70.00
Lesterville, agent.....	72.50
Kaylor, agent.....	62.50
Tripp, agent.....	77.50
Second operator.....	70.00
Parkston, agent.....	82.50
Second operator.....	70.00
Dimock, agent.....	62.50
Ethan, agent.....	70.00
Westfield, agent.....	75.00
Akron, agent.....	85.00
Day operator.....	67.50
Chatsworth, agent.....	75.00
Hawarden, agent.....	85.00
Day operator.....	70.00
Hudson, agent.....	80.00
Fairview, agent.....	70.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Beloit, agent.....	\$ 50.00	Cascade, agent.....	\$ 77.50
Harrisburg, agent.....	70.00	Osterdock, agent.....	60.00
Sioux Falls "Tkt", first operator.....	77.50	Garber, agent.....	70.00
Second operator.....	77.50	Littleport, agent.....	55.00
Third operator.....	75.00	Volga City, agent.....	70.00
Colton, agent.....	67.50	Wadena, agent.....	52.50
Saranac, agent.....	52.50	West Union, agent.....	97.50
Baltic, agent.....	60.00	Waterville, agent.....	55.00
Dell Rapids, agent.....	85.00	Waukon, agent.....	107.50
Trent, agent.....	57.50	Caledonia, agent.....	85.00
Tabor, agent.....	70.00	Spring Grove, agent.....	77.50
Avon, agent.....	72.50	Mabel, agent.....	77.50
Dante, agent.....	62.50	Prosper, agent.....	55.00
Wagner, agent.....	80.00	Canton, agent.....	55.00
Ravinia, agent.....	70.00	Harmony, agent.....	75.00
Lake Andes, agent.....	72.50	Preston, agent.....	90.00
Geddes, agent.....	80.00	Second operator.....	70.00
Platte, agent.....	80.00		
Delmont, agent.....	72.50		
Armour, agent.....	85.00		
Corsica, agent.....	72.50		
Stickney, agent.....	72.50		
Dubuque Division.		La Crosse Division.	
Pleasant Creek, night operator.....	\$ 72.50	Milwaukee "Dsprs Ofs", first operator.....	\$100.00
Bellevue, agent.....	107.50	Second operator.....	95.00
First operator.....	85.00	Wauwatosa, agent.....	87.50
Second operator.....	80.00	Day operator.....	75.00
Third operator.....	77.50	Elm Grove, agent.....	77.50
Smiths, night operator.....	72.50	Second operator.....	75.00
Gordons Ferry, agent.....	75.00	Third operator.....	75.00
Second operator.....	72.50	Brookfield, agent.....	90.00
Third operator.....	72.50	Second operator.....	80.00
Cattese, night operator.....	72.50	Third operator.....	80.00
Dubuque "Dsprs Ofs", first operator.....	97.50	Duplainville, agent.....	77.50
Second operator.....	95.00	Second leverman.....	75.00
Dubuque Shops, agent.....	90.00	Third leverman.....	75.00
Second operator.....	80.00	Pewaukee, agent.....	87.50
Third operator.....	80.00	Hartland, agent.....	87.50
Edmore, night operator.....	72.50	Nashotah, agent.....	72.50
Spechts Ferry, agent.....	75.00	Okauchee, agent.....	65.00
Second operator.....	72.50	Oconomowoc, first operator.....	82.50
Third operator.....	72.50	Second operator.....	77.50
Cameron, night operator.....	72.50	Third operator.....	77.50
Buena Vista, agent.....	80.00	Ixonia, agent.....	77.50
Turkey River, agent.....	85.00	Watertown Junction, first operator.....	87.50
Second operator.....	72.50	Second operator.....	82.50
Turkey River Junction, night operator.....	72.50	Third operator.....	82.50
Guttenberg, agent.....	90.00	Richwood, agent.....	67.50
Second operator.....	77.50	Reeseville, agent.....	87.50
Third operator.....	72.50	Astico, agent.....	67.50
Clayton, agent.....	80.00	Columbus, agent.....	100.00
Second operator.....	72.50	First operator.....	82.50
Third operator.....	72.50	Second operator.....	77.50
McGregor, agent.....	107.50	Third operator.....	77.50
Second operator.....	80.00	Fall River, agent.....	72.50
Third operator.....	77.50	Doylestown, agent.....	67.50
Waukon Junction, agent.....	82.50	East Rio, night operator.....	75.00
Harpers Ferry, agent.....	77.50	Rio, agent.....	87.50
Second operator.....	72.50	Wyocena, agent.....	67.50
Third operator.....	72.50	Portage Junction, day leverman.....	77.50
Lansing, agent.....	107.50	Night leverman.....	77.50
Second operator.....	72.50	Portage, first operator.....	90.00
Third operator.....	72.50	Second operator.....	90.00
New Albin, agent.....	80.00	Third operator.....	90.00
Reno, agent.....	97.50	West Portage, day leverman.....	77.50
Second operator.....	72.50	Night leverman.....	77.50
Third operator.....	72.50	Kilbourn, agent.....	100.00
Brownsville, agent.....	75.00	First operator.....	82.50
La Crescent, agent.....	80.00	Second operator.....	77.50
Second operator.....	72.50	Third operator.....	77.50
Third operator.....	72.50	Lyndon, agent.....	80.00
La Motte, agent.....	55.00	Mauston, agent.....	100.00
Zwingle, agent.....	52.50	First operator.....	82.50
Bernard, agent.....	65.00	Second operator.....	77.50
		Third operator.....	82.50

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Camp Douglas, agent.....	\$ 90.00	North Avenue, agent.....	\$100.00
Camp Douglas Tower, first leverman..	85.00	First operator.....	85.00
Second leverman.....	85.00	Second operator.....	77.50
Third leverman.....	85.00	Third operator.....	77.50
Oakdale, agent.....	77.50	North Milwaukee, agent.....	95.00
Tomah, agent.....	105.00	First operator.....	87.50
First operator.....	90.00	Second operator.....	85.00
Second operator.....	82.50	Third operator.....	85.00
Third operator.....	80.00	Muskego Yard, first operator.....	92.50
Tunnel City, agent.....	80.00	Second operator.....	92.50
Second staffman.....	75.00	Third operator.....	92.50
Third staffman.....	75.00	West Allis, day operator.....	80.00
Raymore, first staffman.....	77.50		
Second staffman.....	75.00	Northern Division.	
Third staffman.....	75.00	Milwaukee "Dsprs Ofs", day operator: \$	95.00
Camp Robinson, agent.....	82.50	Granville, agent.....	85.00
Day operator.....	75.00	Second operator.....	70.00
Sparta, agent.....	100.00	Third operator.....	70.00
First operator.....	87.50	Germantown, agent.....	80.00
Second operator.....	82.50	Second operator.....	70.00
Third operator.....	80.00	Third operator.....	70.00
Rockland, agent.....	67.50	Richfield, agent.....	80.00
Bangor, agent.....	90.00	Schleisingsville, agent.....	100.00
First operator.....	77.50	Second operator.....	80.00
Second operator.....	75.00	Third operator.....	75.00
West Salem, agent.....	92.50	Hartford, agent.....	102.50
First operator.....	77.50	First operator.....	80.00
Second operator.....	75.00	Second operator.....	77.50
Medary, first leverman.....	77.50	Rubicon, agent.....	80.00
Second leverman.....	77.50	Woodland, agent.....	80.00
Third leverman.....	77.50	Iron Ridge, agent.....	90.00
Grand Crossing, first leverman.....	77.50	First operator.....	77.50
Second leverman.....	77.50	Second operator.....	77.50
Third leverman.....	77.50	Third operator.....	75.00
North La Crosse, first operator.....	95.00	Horicon, agent.....	102.50
Second operator.....	92.50	First operator.....	87.50
Third operator.....	92.50	Second operator.....	82.50
West Wye Switch, first operator.....	75.00	Third operator.....	80.00
Second operator.....	75.00	Rolling Prairie, agent.....	70.00
Third operator.....	75.00	Beaver Dam Junction, first operator..	80.00
Hubbellton, agent.....	67.50	Second operator.....	77.50
Waterloo, agent.....	85.00	Beaver Dam, agent.....	102.50
Marshall, agent.....	70.00	Fox Lake, agent.....	75.00
Sun Prairie, agent.....	82.50	Randolph, agent.....	82.50
Windsor, agent.....	67.50	Cambria, agent.....	80.00
De Forest, agent.....	70.00	Pardeeville, agent.....	80.00
Morrisonville, agent.....	67.50	Second operator.....	70.00
Arlington, agent.....	67.50	Menomonee Falls, agent.....	75.00
Poynette, agent.....	70.00	Lannon, agent.....	67.50
Leon, agent.....	67.50	Sussex, agent.....	62.50
Melvina, agent.....	67.50	Merton, agent.....	70.00
Cashton, agent.....	75.00	North Lake, agent.....	70.00
Westby, agent.....	75.00	Mayville, agent.....	100.00
Viroqua, day operator.....	77.50	First operator.....	82.50
		Second operator.....	75.00
Milwaukee Terminals.		Knowles, agent.....	77.50
Bay View Tower, first leverman.....	\$ 85.00	Brownsville, agent.....	57.50
Second leverman.....	85.00	South Byron, agent.....	57.50
Third leverman.....	85.00	Fond du Lac Tower, day leverman..	67.50
Stowell, agent.....	80.00	Night leverman.....	67.50
Kinnickinnic, first leverman.....	77.50	Fond du Lac, day operator.....	85.00
Second leverman.....	77.50	Waupun, agent.....	105.00
Third leverman.....	77.50	First operator.....	82.50
Allis, agent.....	80.00	Second operator.....	75.00
Milwaukee "Pass", second operator..	75.00	Brandon, agent.....	80.00
Third operator.....	75.00	Ripon, agent.....	110.00
Milwaukee "GO", chief operator.....	130.00	First operator.....	85.00
Other operators.....	105.00	Second operator.....	75.00
Milw. Shops Cutoff, first operator....	87.50	Oshkosh, first operator.....	77.50
Second operator.....	87.50	Second operator.....	77.50
Third operator.....	87.50	Fairwater, agent.....	65.00
Merrill Park, agent.....	70.00	Markesan, agent.....	82.50
Grand Avenue Tower, first leverman..	92.50	Rush Lake, agent.....	80.00
Second leverman.....	92.50	Berlin, day operator.....	85.00
Third leverman.....	92.50	Waukau, agent.....	55.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Omro, agent.....	\$ 70.00	Steuben, agent.....	\$ 57.50
Winneconne, agent.....	67.50	Petersburg, agent.....	57.50
Prairie du Chien Division.		Gays Mills, agent.....	67.50
Waukesha, first operator.....	\$ 85.00	Soldiers Grove, agent.....	70.00
Second operator.....	80.00	Readstown, agent.....	62.50
Third operator.....	75.00	Viola, agent.....	70.00
Genesee, agent.....	80.00	La Farge, agent.....	70.00
North Prairie, agent.....	80.00	Mineral Point Division.	
Eagle, agent.....	87.50	Janesville, first operator.....	\$ 85.00
Second operator.....	75.00	Second operator.....	85.00
Third operator.....	75.00	Third operator.....	82.50
Palmyra, agent.....	87.50	Hanover, agent.....	75.00
Whitewater, agent.....	112.50	Orfordville, agent.....	80.00
First operator.....	85.00	Brodhead, agent.....	100.00
Second operator.....	77.50	Day operator.....	80.00
Third operator.....	75.00	Juda, agent.....	80.00
Lima Center, agent.....	80.00	Monroe, agent.....	115.00
Milton, agent.....	87.50	First operator.....	80.00
Second operator.....	80.00	Second operator.....	72.50
Third operator.....	75.00	Brownstown, agent.....	80.00
Milton Junction, agent.....	87.50	South Wayne, agent.....	80.00
Second operator.....	80.00	Gratiot, agent.....	92.50
Third operator.....	75.00	Darlington, agent.....	97.50
Edgerton, agent.....	112.50	Second operator.....	80.00
First operator.....	82.50	Calamine, agent.....	80.00
Second operator.....	77.50	Mineral Point, day operator.....	82.50
Third operator.....	75.00	Albany, agent.....	85.00
Stoughton, first operator.....	82.50	Monticello, agent.....	85.00
Second operator.....	77.50	New Glarus, agent.....	90.00
Third operator.....	75.00	Dunbarton, agent.....	55.00
McFarland, agent.....	80.00	Shullsburg, agent.....	97.50
Second operator.....	72.50	Belmont, agent.....	80.00
Monona Tower, day leverman.....	77.50	Platteville, agent.....	117.50
Night leverman.....	77.50	Day operator.....	80.00
Madison, first operator.....	85.00	Superior Division.	
Second operator.....	85.00	Thiensville, agent.....	\$ 62.50
Third operator.....	82.50	Cedarburg, agent.....	85.00
Middleton, agent.....	85.00	Second operator.....	72.50
Cross Plains, agent.....	82.50	Third operator.....	70.00
Second operator.....	72.50	Grafton, agent.....	70.00
Black Earth, agent.....	82.50	Saukville, agent.....	75.00
Mazomanie, agent.....	90.00	Fredonia, agent.....	72.50
Second operator.....	77.50	Random Lake, agent.....	80.00
Third operator.....	75.00	Second operator.....	72.50
Arena, agent.....	82.50	Third operator.....	70.00
Spring Green, agent.....	90.00	Adell, agent.....	72.50
Second operator.....	72.50	Waldo, agent.....	75.00
Lone Rock, agent.....	90.00	Plymouth, agent.....	110.00
First operator.....	77.50	First operator.....	77.50
Second operator.....	75.00	Second operator.....	75.00
Third operator.....	75.00	Third operator.....	72.50
Avoca, agent.....	82.50	Elkhart Lake, agent.....	80.00
Muscoda, agent.....	85.00	Second operator.....	72.50
Day operator.....	72.50	Third operator.....	70.00
Blue River, agent.....	82.50	Kiel, agent.....	82.50
Boscobel, agent.....	90.00	First operator.....	77.50
Second operator.....	80.00	Second operator.....	75.00
Third operator.....	75.00	Third operator.....	72.50
Woodman, agent.....	72.50	New Holstein, agent.....	75.00
Wauzeka, agent.....	90.00	Hayton, agent.....	57.50
First operator.....	77.50	Chilton, agent.....	82.50
Second operator.....	77.50	First operator.....	77.50
Third operator.....	75.00	Second operator.....	75.00
Bridgeport, agent.....	80.00	Third operator.....	72.50
Prairie du Chien, agent.....	90.00	Hilbert Junction, agent.....	82.50
First operator.....	80.00	First operator.....	80.00
Second operator.....	77.50	Second operator.....	75.00
Third operator.....	75.00	Third operator.....	72.50
Sauk City, agent.....	75.00	Forest Junction, agent.....	67.50
Prairie du Sac.....	82.50	Askeaton, agent.....	60.00
Twin Bluffs, agent.....	67.50	Greenleaf, agent.....	75.00
Richland Center, agent.....	102.50		
Day operator.....	80.00		

Station-and Position.	Rate per Month.
De Pere, agent.....	\$ 95.00
First operator.....	77.50
Second operator.....	75.00
Third operator.....	72.50
Green Bay "Dsprs Ofs", first operator.....	90.00
Second operator.....	90.00
Green Bay Shops, first operator.....	82.50
Second operator.....	82.50
Third operator.....	82.50
Tremble, agent.....	52.50
Sobieski, agent.....	62.50
Abrams, agent.....	77.50
Oconto Junction, night operator.....	72.50
Stiles, agent.....	65.00
Stiles Junction, agent.....	65.00
Lena, agent.....	80.00
Coleman, agent.....	75.00
Second operator.....	70.00
Pouhd, agent.....	62.50
Beaver, agent.....	62.50
Ellis Junction, agent.....	87.50
First operator.....	82.50
Second operator.....	75.00
Third operator.....	72.50
Middle Inlet, agent.....	62.50
Wausaukee, agent.....	90.00
First operator.....	77.50
Second operator.....	72.50
Third operator.....	70.00
Amberg, agent.....	77.50
Pembine Junction, agent.....	102.50
Second operator.....	80.00
Iron Mountain, first operator.....	80.00
Second operator.....	75.00
Third operator.....	75.00
Antoine Tower, day leverman.....	67.50
Randville, agent.....	72.50
Second operator.....	70.00
Sagola, agent.....	75.00
Channing, agent.....	92.50
Channing "Dsprs Ofs", day operator.....	90.00
Amasa, agent.....	85.00
Mass, agent.....	87.50
Second operator.....	70.00
Rockland, agent.....	82.50
Ontonagon, agent.....	95.00
First operator.....	75.00
Second operator.....	72.50
White Pine, agent.....	80.00
Sherwood, agent.....	72.50
Menasha, first operator.....	80.00
Second operator.....	75.00
Neenah, agent.....	110.00
Oconto, agent.....	102.50
Day operator.....	80.00
Bagley Junction, agent.....	80.00
Menominee, first operator.....	80.00
Second operator.....	77.50
Third operator.....	75.00
Republic, agent.....	77.50
Crystal Falls, agent.....	92.50
Chicagoan Mine, day leverman.....	57.50
Tully Mine, day leverman.....	57.50
Stambaugh, agent.....	120.00
Iron River, day operator.....	80.00

Wisconsin Valley Division.

Necedah, agent.....	\$ 92.50
Babcock, agent.....	90.00
Second operator.....	75.00
Third operator.....	72.50
Nekoosa, agent.....	82.50
Port Edwards, agent.....	77.50

Station and Position.	Rate per Month.
Grand Rapids, first operator.....	\$ 85.00
Second operator.....	82.50
Third operator.....	80.00
Rudolph, agent.....	62.50
Dancy, agent.....	62.50
Knowlton, agent.....	62.50
Mosinee, agent.....	87.50
Second operator.....	75.00
Rothschild, agent.....	80.00
Schofield, agent.....	80.00
Brokaw, agent.....	80.00
Merrill, first operator.....	85.00
Second operator.....	82.50
Third operator.....	80.00
Irma, agent.....	75.00
Tomahawk, agent.....	100.00
First operator.....	87.50
Second operator.....	85.00
Hazelhurst, agent.....	75.00
Minocqua, agent.....	92.50
Second operator.....	85.00
Woodruff Junction, day leverman.....	70.00
Night leverman.....	70.00
Sayner, agent.....	62.50
Star Lake, agent.....	85.00
Mather, agent.....	70.00
Lynn, agent.....	65.00
Pittsville, agent.....	72.50
Gleason, agent.....	87.50
Boulder Junction, agent.....	85.00

River Division.

Bridge Switch, first operator.....	\$ 75.00
Second operator.....	75.00
Third operator.....	75.00
River Junction, agent.....	82.50
Second leverman.....	80.00
Third leverman.....	80.00
Dakota, agent.....	77.50
La Moille, agent.....	75.00
Homer, agent.....	75.00
Winona, first operator.....	90.00
Second operator.....	85.00
Third operator.....	82.50
Minnesota City, second operator.....	77.50
Minneiska, agent.....	80.00
Weaver, agent.....	80.00
Kellogg, agent.....	80.00
Wabasha, first operator.....	95.00
Second operator.....	87.50
Third operator.....	87.50
Lake City, agent.....	100.00
First operator.....	85.00
Second operator.....	80.00
Third operator.....	77.50
Frontenac, agent.....	80.00
Red Wing, first operator.....	90.00
Second operator.....	85.00
Third operator.....	82.50
Eggleston, agent.....	75.00
Etter, agent.....	75.00
Hastings Yard, first operator.....	77.50
Second operator.....	77.50
Hastings, agent.....	105.00
First operator.....	90.00
Second operator.....	85.00
Third operator.....	82.50
St. Croix Crossing, first leverman.....	85.00
Second leverman.....	85.00
Third leverman.....	85.00
Langdon, agent.....	75.00
Newport, agent.....	80.00
Hoffman Avenue, first leverman.....	85.00
Second leverman.....	85.00
Third leverman.....	85.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
St. Paul Lower Yard, first operator.....	\$ 87.50	Medford, agent.....	\$ 80.00
Second operator.....	87.50	Faribault, first operator.....	87.50
Third operator.....	87.50	Second operator.....	80.00
St. Paul "VR", day operator.....	97.50	Third operator.....	80.00
St. Paul "KN", day operator.....	87.50	Comus, first operator.....	80.00
Chestnut Street, first operator.....	85.00	Second operator.....	80.00
Second operator.....	85.00	Third operator.....	80.00
Third operator.....	85.00	Dundas, agent.....	80.00
Merriam Park, agent.....	85.00	Northfield, agent.....	120.00
Second operator.....	85.00	First operator.....	87.50
Signal Tower, first leverman.....	85.00	Second operator.....	80.00
Second leverman.....	85.00	Third operator.....	80.00
Third leverman.....	85.00	Castle Rock, agent.....	77.50
South Minneapolis, first operator.....	90.00	Second operator.....	72.50
Second operator.....	90.00	Third operator.....	72.50
Third operator.....	90.00	Farmington, agent.....	110.00
Minneapolis "Dsprs Ofs", day opr.....	100.00	First operator.....	87.50
Minneapolis "C", chief operator.....	130.00	Second operator.....	80.00
First assistant chief operator.....	115.00	Third operator.....	80.00
Second assistant chief operator.....	112.00	Rosemount, agent.....	85.00
Other operators.....	105.00	Second operator.....	80.00
Vermillion, agent.....	72.50	Third operator.....	80.00
Farmington Yard, first operator.....	82.50	Mendota, agent.....	80.00
Second operator.....	82.50	Minnehaha, agent.....	77.50
Third operator.....	82.50	Minneapolis "Dsprs Ofs", first operator.....	100.00
Afton, agent.....	72.50	Second operator.....	95.00
Lakeland, agent.....	72.50	Plymouth, agent.....	77.50
South Stillwater, agent.....	75.00	Grafton, agent.....	77.50
Stillwater, agent.....	115.00	Carpenter, agent.....	75.00
Day operator.....	80.00	Otranto, agent.....	60.00
Chippewa Valley Division.		Lyle, agent.....	85.00
Durand, agent.....	\$ 82.50	Decorah, agent.....	100.00
Day operator.....	72.50	Wanamingo, agent.....	70.00
Red Cedar, agent.....	72.50	Bombay, agent.....	62.50
Caryville, agent.....	60.00	Kenyon, agent.....	77.50
Eau Claire, day operator.....	92.50	Cannon Falls, agent.....	92.50
Eau Claire Junction, day operator.....	72.50	Elko, agent.....	75.00
Central Junction, day operator.....	72.50	Lonsdale, agent.....	80.00
Chippewa Falls, day operator.....	80.00	Montgomery Tower, day leverman.....	70.00
Menomonie, agent.....	100.00	Night leverman.....	70.00
Wabasha Division.		Montgomery, agent.....	85.00
Thielman, agent.....	\$ 70.00	Le Sueur Center, agent.....	82.50
Millville, agent.....	65.00	Cleveland, agent.....	75.00
Hammond, agent.....	65.00	Kasota, agent.....	85.00
Zumbro Falls, agent.....	65.00	Iowa & Dakota Division.	
Mazeppa, agent.....	75.00	North McGregor, first operator.....	\$ 85.00
Zumbrota, agent.....	90.00	Second operator.....	82.50
Iowa and Minnesota Division.		Third operator.....	82.50
Conover, agent.....	\$ 85.00	West Yard, first operator.....	82.50
Ridgeway, agent.....	80.00	Second operator.....	82.50
Cresco, agent.....	110.00	Third operator.....	82.50
First operator.....	87.50	Giard, first operator.....	72.50
Second operator.....	77.50	Second operator.....	72.50
Bonair, agent.....	60.00	Third operator.....	72.50
Lime Springs, agent.....	80.00	Beulah, agent.....	80.00
Chester, agent.....	80.00	Monona, agent.....	82.50
Le Roy, agent.....	82.50	Second operator.....	72.50
Taopi, agent.....	77.50	Third operator.....	72.50
Adams, agent.....	80.00	Luana, agent.....	75.00
Rose Creek, agent.....	80.00	Postville, agent.....	97.50
Austin, first operator.....	97.50	Second operator.....	72.50
Second operator.....	92.50	Third operator.....	72.50
Third operator.....	87.50	Castalia, agent.....	75.00
Lansing, agent.....	55.00	Ossian, agent.....	92.50
Blooming Prairie, agent.....	85.00	Second operator.....	72.50
First operator.....	77.50	Third operator.....	72.50
Second operator.....	75.00	Calmar "Frt", agent.....	107.50
Bixby, agent.....	75.00	Calmar "Tkt", agent.....	87.50
Pratt, agent.....	57.50	Second operator.....	80.00
Owatonna, agent.....	125.00	Third operator.....	80.00
First operator.....	87.50	Ft. Atkinson, agent.....	85.00
Second operator.....	80.00	Second operator.....	72.50
		Third operator.....	72.50

SCHEDULES AND WAGE SCALES.

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Station and Position.	Rate per Month.
Jackson Junction, agent.....	\$ 80.00
Second operator.....	72.50
Lawler, agent.....	82.50
New Hampton, agent.....	107.50
Second operator.....	77.50
Third operator.....	77.50
Ionia, agent.....	82.50
Bassett, agent.....	75.00
Charles City, agent.....	107.50
First operator.....	82.50
Second operator.....	77.50
Third operator.....	75.00
Rudd, agent.....	80.00
Nora Springs, agent.....	92.50
Portland, agent.....	55.00
Mason City "Dsprs Ofs", first opr..	95.00
Second operator.....	90.00
Third operator.....	90.00
Clear Lake, agent.....	90.00
Second operator.....	75.00
Ventura, agent.....	75.00
Garner, agent.....	90.00
Britt, agent.....	90.00
Second operator.....	72.50
Third operator.....	72.50
Hutchins, agent.....	72.50
Wesley, agent.....	80.00
Sexton, agent.....	75.00
Algona, agent.....	100.00
Second operator.....	77.50
Third operator.....	75.00
Hobart, agent.....	72.50
Whitemore, agent.....	87.50
Cylinder, agent.....	75.00
Emmettburg, agent.....	100.00
Second operator.....	75.00
Third operator.....	75.00
Ruthven, agent.....	92.50
Second operator.....	72.50
Dickens, agent.....	77.50
Spencer, agent.....	120.00
First operator.....	90.00
Second operator.....	82.50
Third operator.....	82.50
Everly, agent.....	82.50
Hartley, agent.....	90.00
Second operator.....	72.50
Third operator.....	72.50
Sanborn, agent.....	92.50
First operator.....	80.00
Second operator.....	77.50
Third operator.....	77.50
Sheldon, agent.....	105.00
Day operator.....	72.50
Sheldon Junction, agent.....	87.50
First operator.....	80.00
Second operator.....	77.50
Third operator.....	75.00
Boyden, agent.....	77.50
Hull, agent.....	80.00
Rock Valley, agent.....	85.00
Second operator.....	72.50
Third operator.....	72.50
Inwood, agent.....	82.50
Canton, agent.....	110.00
First operator.....	82.50
Second operator.....	80.00
Third operator.....	77.50
Worthing, agent.....	75.00
Lennox, agent.....	75.00
Chancellor, agent.....	72.50
Parker, agent.....	85.00
Day operator.....	72.50

Station and Position.	Rate per Month.
Marion Junction, agent.....	\$ 85.00
Second operator.....	75.00
Third operator.....	72.50
Dolton, agent.....	72.50
Bridgewater, agent.....	80.00
Emery, agent.....	75.00
Second operator.....	72.50
Alexandria, agent.....	77.50
Mitchell "Dsprs Ofs," first operator..	90.00
Second operator.....	85.00
Third operator.....	82.50
Mount Vernon, agent.....	75.00
Plankinton, agent.....	75.00
White Lake, agent.....	72.50
Kimball, agent.....	77.50
Second operator.....	70.00
Pukwana, agent.....	72.50
Chamberlain, agent.....	107.50
First operator.....	82.50
Second operator.....	82.50
Oacoma, agent.....	77.50
Reliance, agent.....	77.50
Kennebec, agent.....	77.50
Presho, agent.....	82.50
Vivian, agent.....	77.50
Draper, agent.....	77.50
Murdo MacKenzie, agent.....	82.50
First operator.....	77.50
Second operator.....	77.50
Okaton, agent.....	62.50
Stamford, agent.....	65.00
Belvidere, agent.....	65.00
Kadoka, agent.....	80.00
Interior, agent.....	67.50
Conata, agent.....	57.50
Scenic, agent.....	75.00
Creston, agent.....	57.50
Farmington, agent.....	57.50
Caputa, agent.....	55.00
Rapid City, agent.....	120.00
Farmersburg, agent.....	70.00
St. Olaf, agent.....	70.00
Elkader, agent.....	75.00
Fostoria, agent.....	72.50
Milford, agent.....	85.00
Arnolds Park, agent.....	72.50
Okoboji, agent.....	70.00
Spirit Lake, agent.....	90.00
Freeman, agent.....	72.50
Menno, agent.....	72.50
Scotland, agent.....	82.50
Second operator.....	75.00
Third operator.....	72.50
Tyndall, agent.....	82.50
Second operator.....	72.50
Springfield, agent.....	75.00
Running Water, agent.....	85.00

Southern Minnesota Division.

La Cross "Dsprs. Off," day operator..	\$ 95.00
Hokah, agent.....	70.00
Houston, agent.....	85.00
Second operator.....	70.00
Rushford, agent.....	85.00
Peterson, agent.....	72.50
Whalen, agent.....	72.50
Lanesboro, agent.....	92.50
Second operator.....	70.00
Isinours, agent.....	75.00
Fountain, agent.....	82.50
Wykoff, agent.....	75.00
Spring Valley, agent.....	100.00
Day operator.....	75.00

Station and Position.	Rate per Month.
Grand Meadow, agent.....	\$ 75.00
Dexter, agent	75.00
Brownsdale, agent	75.00
Ramsey, agent	80.00
Second staffman	75.00
Third staffman	75.00
Oakland, agent	55.00
Hayward, agent	70.00
Albert Lea, first operator.....	77.50
Second operator	77.50
Armstrong, agent	55.00
Alden, agent	82.50
Wells, agent	110.00
First operator	77.50
Second operator	75.00
Third operator	75.00
Easton, agent	75.00
Delavan, agent	75.00
Winnebago, agent	102.50
Day operator	70.00
Huntley, agent	55.00
Granada, agent	75.00
Fairmont, agent	110.00
Day operator	75.00
Welcome, agent	82.50
Sherburn, agent	95.00
Alpha, agent	65.00
Jackson, agent	100.00
First operator	80.00
Second operator	77.50
Third operator	75.00
Lakefield, agent	90.00
Second operator	75.00
Okabena, agent	65.00
Kinbrae, agent	57.50
Fulda, agent	90.00
Wirock, agent	55.00
Iona Lake, agent.....	75.00
Chandler, agent	75.00
Edgerton, agent	85.00
Hatfield, agent	55.00
Pipestone, agent	100.00
Day operator	70.00
Airlie, agent	70.00
Flandreau, agent	95.00
Egan, agent	85.00
Second operator	75.00
Third operator	72.50
Colman, agent	72.50
Wentworth, agent	72.50
Junius, agent	55.00
Winifred, agent	60.00
Howard, agent	85.00
Vilas, agent	55.00
Roswell, agent	55.00
Fedora, agent	55.00
Artesian, agent	75.00
Forestburg, agent	55.00
Lane, agent	57.50
Wessington Springs, agent.....	85.00
Freeborn, agent	55.00
Matawan, agent	55.00
Waldorf, agent	55.00
Pemberton, agent	55.00
St. Clair, agent.....	62.50
Minnesota Lake, agent.....	75.00
Mapleton, agent	85.00
Good Thunder, agent.....	60.00
Rapidan, agent	55.00
Mankato "Frt", day operator.....	85.00
Mankato Tower, first leverman.....	75.00
Second leverman	75.00
Third leverman	75.00

Station and Position.	Rate per Month.
Ramona, agent.....	\$ 75.00
Oldham, agent	75.00
Lake Preston, agent.....	80.00
Erwin, agent	60.00
Bryant, agent	77.50
Vienna, agent	75.00
Naples, agent	57.50
Elrod, agent	60.00
Garden City, agent.....	72.50
Bradley, agent	72.50
Lily, agent	72.50
Butler, agent	57.50

Hastings & Dakota Division.

St. Louis Park, agent.....	\$ 80.00
Hopkins, agent	87.50
Tower E 14, day leverman.....	75.00
Night leverman	75.00
Chanhasen, agent	77.50
Cologne, agent	85.00
Second operator	75.00
Third operator	75.00
Tower E 39, day leverman.....	75.00
Night leverman	75.00
Norwood, agent	85.00
Plato, agent	67.50
Glencoe, agent	95.00
First operator	80.00
Second operator	77.50
Third operator	77.50
Sumter, agent	70.00
Brownton, agent	85.00
Stewart, agent	85.00
Second operator	75.00
Third operator	75.00
Buffalo Lake, agent.....	85.00
Hector, agent	87.50
Second operator	75.00
Third operator	75.00
Bird Island, agent.....	87.50
First operator	75.00
Second operator	75.00
Third operator	75.00
Olivia, agent	87.50
Second operator	75.00
Third operator	75.00
Danube, agent	62.50
Renville, agent	87.50
Second operator	75.00
Third operator	75.00
Sacred Heart, agent.....	85.00
Minnesota Falls, first operator.....	75.00
Second operator	75.00
Third operator	75.00
Granite Falls, agent.....	87.50
Day operator	75.00
Tower E 122, first leverman.....	75.00
Second leverman	75.00
Third leverman	75.00
Wegdahl, agent	77.50
Second operator	75.00
Third operator	75.00
Montevideo Yard, first operator.....	82.50
Second operator	82.50
Third operator	82.50
Montevideo "Dspsr Ofs". day operator.....	92.50
Watson, agent	77.50
Double Track Switch, first operator.....	75.00
Second operator	75.00
Third operator	75.00
Milan, agent	77.50

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Appleton, agent.....	\$ 92.50	Wolsey, agent.....	\$ 77.50
First operator.....	77.50	Second operator.....	72.50
Second operator.....	75.00	Bonilla, agent.....	55.00
Third operator.....	75.00	Tulare, agent.....	72.50
Correll, agent.....	77.50	Redfield, agent.....	100.00
Odessa, agent.....	77.50	Second operator.....	72.50
Second operator.....	75.00	Third operator.....	72.50
Third operator.....	75.00	Ashton, agent.....	80.00
Ortonville, agent.....	97.50	Mellette, agent.....	80.00
First operator.....	80.00	Warner, agent.....	50.00
Second operator.....	77.50	Lakeville, agent.....	75.00
Third operator.....	77.50	Prior Lake, agent.....	72.50
Big Stone City, agent.....	82.50	Shakopee, agent.....	92.50
Milbank, agent.....	90.00	Second operator.....	75.00
First operator.....	82.50	Chaska, agent.....	92.50
Second operator.....	80.00	Carver, agent.....	50.00
Third operator.....	77.50	Biscay, agent.....	50.00
Twin Brooks, agent.....	77.50	Hutchinson, agent.....	85.00
Marvin, agent.....	77.50	Clinton, agent.....	65.00
Summit, agent.....	85.00	Graceville, agent.....	82.50
Second operator.....	75.00	Dumont, agent.....	62.50
Third operator.....	75.00	Wheaton, agent.....	90.00
Ortley, agent.....	77.50	White Rock, agent.....	72.50
Waubay, agent.....	87.50	Fairmount, agent.....	75.00
Second operator.....	77.50	Wahpeton, agent.....	82.50
Webster, agent.....	110.00	Abercrombie, agent.....	77.50
Holmquist, agent.....	77.50	Christine, agent.....	70.00
Bristol, agent.....	90.00	Hickson, agent.....	70.00
Second operator.....	77.50	Wild Rice, agent.....	55.00
Third operator.....	77.50	Fargo, day operator.....	80.00
Andover, agent.....	90.00	Corona, agent.....	67.50
Second operator.....	75.00	Wilmot, agent.....	72.50
Third operator.....	75.00	Peever, agent.....	62.50
Tower E 266, day leverman.....	75.00	Sisseton, agent.....	87.50
Night leverman.....	75.00	Day operator.....	72.50
Groton, agent.....	90.00	Pierpont, agent.....	57.50
James, agent.....	52.50	Langford, agent.....	72.50
Bath, agent.....	77.50	Britton, agent.....	80.00
Aberdeen "Dsprs Ofs," first operator.....	95.00	Newark, agent.....	55.00
Second operator.....	92.50	Gogswell, agent.....	72.50
Third operator.....	90.00	Westport, agent.....	57.50
Aberdeen Yard, first operator.....	87.50	Frederick, agent.....	72.50
Second operator.....	87.50	Ellendale, agent.....	82.50
Third operator.....	87.50	Momango, agent.....	70.00
Mina, agent.....	77.50	Edgeley, agent.....	82.50
Second operator.....	75.00	Day operator.....	75.00
Third operator.....	75.00	Loyalton, agent.....	50.00
Ipswich, agent.....	85.00	Faulkton, agent.....	72.50
First operator.....	77.50	Orient, agent.....	62.50
Second operator.....	77.50	Hosmer, agent.....	60.00
Third operator.....	77.50	Eureka, agent.....	80.00
Roscoe, agent.....	87.50	Greenway, agent.....	67.50
Second operator.....	77.50	Zeeland, agent.....	70.00
Third operator.....	77.50	Hague, agent.....	70.00
Bowdle, agent.....	85.00	Strasburg, agent.....	72.50
Second operator.....	77.50	Linton, agent.....	87.50
Third operator.....	77.50		
Java, agent.....	80.00		
Java Junction, first operator.....	77.50		
Second operator.....	77.50		
Selby, agent.....	85.00		
Second operator.....	77.50		
Third operator.....	77.50		
Glenham, agent.....	80.00		
Second operator.....	77.50		
Loomis, agent.....	60.00		
Letcher, agent.....	75.00		
Woonsocket, agent.....	87.50		
Second operator.....	75.00		
Third operator.....	75.00		
Alpena, agent.....	72.50		
Virgil, agent.....	60.00		

PUGET SOUND LINES.

Trans-Missouri Division.

Station and Position.	Rate per Month.
Mobridge "Dsprs Ofs," operator.....	\$107.50
Mobridge "MB," chief operator.....	142.50
First assistant chief operator.....	127.50
Second assistant chief operator.....	122.50
Six other operators.....	107.50
Moreau Junction, day operator.....	90.00
Wakpala, agent.....	92.50
Mahto, day operator.....	90.00
McLaughlin, agent.....	100.00
First operator.....	95.00
Second operator.....	95.00
Third operator.....	95.00

SCHEDULES AND WAGE SCALES.

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Walker, agent.....	\$ 92.50	Ismay, agent.....	\$100.00
McIntosh, first operator.....	95.00	First operator.....	90.00
Second operator.....	95.00	Second operator.....	90.00
Third operator.....	95.00	Third operator.....	90.00
Watauga, agent.....	92.50	Mildred, agent.....	97.50
Morristown, agent.....	95.00	Second operator.....	90.00
Keldron, agent.....	70.00	Third operator.....	90.00
Night operator.....	90.00	Terry, agent.....	102.50
Thunderhawk, agent.....	92.50	First operator.....	92.50
Lemmon, agent.....	100.00	Second operator.....	92.50
First operator.....	90.00	Third operator.....	92.50
Second operator.....	90.00	Saugus, agent.....	95.00
Third operator.....	90.00	Second operator.....	87.50
Haynes, agent.....	95.00	Kinsey, agent.....	92.50
Hettinger, agent.....	95.00	Second operator.....	87.50
First operator.....	90.00	Miles City Yard, first operator.....	97.50
Second operator.....	90.00	Second operator.....	97.50
Third operator.....	90.00	Third operator.....	97.50
Bucyrus, agent.....	92.50	Miles City "MC," chief operator.....	142.50
Reeder, agent.....	95.00	First assistant chief operator.....	127.50
Second operator.....	87.50	Second assistant chief operator.....	122.50
Third operator.....	87.50	One other operator.....	107.50
Gascoyne, agent.....	92.50	Calabar, agent.....	92.50
Scranton, agent.....	95.00	Second operator.....	87.50
Second operator.....	87.50	Third operator.....	87.50
Third operator.....	87.50	Cartersville, agent.....	95.00
Buffalo Springs, agent.....	92.50	Second operator.....	87.50
Bowman, agent.....	100.00	Forsyth, agent.....	100.00
First operator.....	90.00	First operator.....	90.00
Second operator.....	90.00	Second operator.....	90.00
Third operator.....	90.00	Third operator.....	90.00
Griffin, agent.....	70.00	Vananda, agent.....	95.00
Rhame, agent.....	92.50	Second operator.....	90.00
Second operator.....	87.50	Third operator.....	90.00
Third operator.....	87.50	Ahles, day operator.....	90.00
Marmarth, first operator.....	95.00	Ingomar, agent.....	100.00
Second operator.....	95.00	First operator.....	90.00
Third operator.....	95.00	Second operator.....	90.00
Trail City, agent.....	85.00	Third operator.....	90.00
Second operator.....	80.00	Sumatra, agent.....	97.50
Timber Lake, agent.....	90.00	Second operator.....	90.00
Firesteel, agent.....	70.00	Third operator.....	90.00
Isabel, agent.....	90.00	Bascomb, agent.....	92.50
La Plant, agent.....	85.00	Melstone, first operator.....	95.00
Eagle Butte, agent.....	85.00	Second operator.....	95.00
Dupree, agent.....	90.00	Third operator.....	95.00
Faith, agent.....	90.00	Geneva, agent.....	95.00
Shields, agent.....	90.00	Musselshell, agent.....	97.50
Freda, agent.....	85.00	First operator.....	90.00
Raleigh, agent.....	90.00	Second operator.....	90.00
Brisbane, agent.....	90.00	Third operator.....	90.00
Leith, agent.....	90.00	Gage, day operator.....	90.00
New Leipzig, agent.....	90.00	Roundup, first operator.....	95.00
Bentley, agent.....	90.00	Second operator.....	95.00
Mott, agent.....	100.00	Third operator.....	95.00
Regent, agent.....	90.00	Elso, first operator.....	87.50
Havelock, agent.....	90.00	Second operator.....	87.50
New England, agent.....	95.00	Third operator.....	87.50
Day operator.....	80.00	Waldheim, agent.....	92.50
Musselshell Division.		Lavina, agent.....	97.50
Dodge, first operator.....	\$ 87.50	First operator.....	90.00
Second operator.....	87.50	Second operator.....	90.00
Baker, agent.....	105.00	Third operator.....	90.00
First operator.....	92.50	Slayton, agent.....	95.00
Second operator.....	92.50	Ryegate, agent.....	97.50
Third operator.....	92.50	Second operator.....	90.00
Plevna, agent.....	100.00	Third operator.....	90.00
Second operator.....	90.00	Shawmut, agent.....	95.00
Third operator.....	90.00	Second operator.....	90.00
Westmore, agent.....	92.50	Third operator.....	90.00

Rocky Mountain Division.

Station and Position.	Rate per Month.
Harlowton, first operator.....	\$100.00
Second operator.....	100.00
Third operator.....	100.00
Two Dot, agent.....	97.50
Martinsdale, agent.....	97.50
Lennep, agent.....	95.00
Second operator.....	90.00
Third operator.....	90.00
Ringling, agent.....	100.00
Second operator.....	92.50
Third operator.....	92.50
Sixteen, agent.....	95.00
Maudlow, agent.....	95.00
Cardinal, night operator.....	87.50
Lombard, agent.....	100.00
Three Forks, agent.....	110.00
First operator.....	100.00
Second operator.....	97.50
Third operator.....	97.50
Willow Creek, agent.....	95.00
Sappington, first leverman.....	90.00
Second leverman.....	90.00
Third leverman.....	90.00
Jefferson Island, agent.....	95.00
Piedmont, agent.....	95.00
Second operator.....	90.00
Third operator.....	90.00
Grace, agent.....	92.50
Donald, day operator.....	90.00
Penfield, night operator.....	87.50
Butte Yard, first operator.....	97.50
Second operator.....	97.50
Third operator.....	97.50
Butte "GS", chief operator.....	145.00
First assistant chief operator.....	132.50
Second assistant chief operator.....	127.50
Five other operators.....	112.50
Sinclair, first leverman.....	90.00
Second leverman.....	90.00
Third leverman.....	90.00

Northern Montana Division.

Judith Gap, agent.....	\$ 95.00
Garneill, agent.....	92.50
Straw, agent.....	92.50
Moore, agent.....	102.50
Lewistown Yard, first operator.....	92.50
Second operator.....	92.50
Lewistown, agent.....	145.00
Lewistown "Dsprs Ofs", day operator.....	107.50
Hanover, agent.....	92.50
Danvers, agent.....	92.50
Denton, agent.....	97.50
Coffee Creek, agent.....	92.50
Square Butte, agent.....	92.50
Geraldine, agent.....	97.50
Montague, agent.....	92.50
Highwood, agent.....	95.00
Falls Yard, first operator.....	92.50
Second operator.....	92.50
Fairfield, agent.....	92.50
Choteau, agent.....	105.00
Agawan, agent.....	92.50
Forest Grove, agent.....	92.50
Grass Range, agent.....	97.50
Day operator.....	90.00
Winnett, agent.....	95.00
Hilger, agent.....	97.50
Roy, agent.....	95.00
Suffolk, agent.....	92.50
Winifred, agent.....	95.00
Deer Lodge "Dsprs Ofs", first opr.....	107.50
Second operator.....	107.50

Station and Position.	Rate per Month.
Deer Lodge, first operator.....	\$100.00
Second operator.....	100.00
Third operator.....	100.00
Garrison, agent.....	92.50
Drummond, agent.....	100.00
Second operator.....	90.00
Third operator.....	90.00
Bearmouth, agent.....	92.50
Clinton, agent.....	97.50
Missoula, first operator.....	105.00
Second operator.....	100.00
Third operator.....	100.00
Huson, first leverman.....	90.00
Second leverman.....	90.00
Third leverman.....	90.00
Alberton, agent.....	110.00
First operator.....	97.50
Second operator.....	97.50
Third operator.....	97.50
Superior, agent.....	100.00
Second operator.....	90.00
Third operator.....	90.00
St. Regis, agent.....	100.00
Haugan, agent.....	100.00
Second operator.....	92.50
Third operator.....	92.50
Saltese, agent.....	95.00
Second staffman.....	87.50
Third staffman.....	87.50
Bryson, first staffman.....	87.50
Second staffman.....	87.50
Third staffman.....	87.50
East Portal, first staffman.....	87.50
Second staffman.....	87.50
Third staffman.....	87.50
Roland, first staffman.....	87.50
Second staffman.....	87.50
Third staffman.....	87.50
Adair, agent.....	90.00
Second staffman.....	87.50
Third staffman.....	87.50
Falcon, agent.....	95.00
Second staffman.....	87.50
Third staffman.....	87.50
Kyle, first staffman.....	87.50
Second staffman.....	87.50
Third staffman.....	87.50
Stetson, first staffman.....	87.50
Second staffman.....	87.50
Third staffman.....	87.50
Avery, first staffman.....	100.00
Second staffman.....	100.00
Third staffman.....	100.00

Idaho Division.

Ethelton, night operator.....	\$ 87.50
Marble Creek, agent.....	92.50
St. Joe, agent.....	102.50
Second operator.....	90.00
Third operator.....	90.00
St. Maries, first operator.....	95.00
Second operator.....	95.00
Third operator.....	95.00
Plummer Junction, agent.....	102.50
First operator.....	90.00
Second operator.....	90.00
Third operator.....	90.00
Manito, agent.....	92.50
Second operator.....	90.00
Third operator.....	87.50
Spokane "Dsprs Ofs", first operator.....	107.50
Second operator.....	107.50
Tekoa, agent.....	97.50
Second operator.....	90.00
Third operator.....	90.00

Station and Position.	Rate per Month.
Rosalia, agent.....	\$ 97.50
Second operator.....	90.00
Fernwood, agent.....	90.00
Clarkia, agent.....	82.50
Elk River, agent.....	97.50
McGuire, agent.....	85.00
Rathdrum, agent.....	102.50
Spirit Lake, agent.....	110.00
First operator.....	95.00
Second operator.....	87.50
Blanchard, agent.....	90.00
Newport, agent.....	105.00
Day operator.....	85.00
Dalkena, agent.....	100.00
Usk, agent.....	97.50
Ione, agent.....	110.00
Metaline Falls, agent.....	110.00
Day operator.....	82.50
Coeur D'Alene, agent.....	112.50

Columbia Division.

Malden "M", chief operator.....	\$142.50
First assistant chief operator.....	120.00
Second assistant chief operator.....	120.00
One other operator.....	107.50
Pine City, agent.....	92.50
Lavista, night operator.....	87.50
Ewan, agent.....	95.00
Revere, agent.....	92.50
Ralston, agent.....	95.00
Lind, agent.....	97.50
Second operator.....	87.50
Third operator.....	87.50
Warden, agent.....	100.00
Othello, first operator.....	97.50
Second operator.....	97.50
Third operator.....	97.50
Corfu, agent.....	92.50
Beverly, agent.....	100.00
Second operator.....	92.50
Third operator.....	92.50
Boylston, agent.....	87.50
Second operator.....	82.50
Third operator.....	82.50
Kittitas, agent.....	95.00
Second operator.....	87.50
Third operator.....	87.50
Ellensburg, agent.....	115.00
Day operator.....	90.00
Thorp, agent.....	90.00
Ruff, agent.....	90.00
Marcellus, agent.....	90.00
Neppel, agent.....	90.00
White Bluffs, agent.....	90.00
Hanford, agent.....	90.00

Coast Division.

Cle Elum, first operator.....	\$ 92.50
Second operator.....	92.50
Third operator.....	92.50
Easton, agent.....	90.00
Second operator.....	82.50
Third operator.....	82.50
Hyak, agent.....	87.50
Second staffman.....	82.50
Third staffman.....	82.50
Rockdale, agent.....	87.50
Second leverman.....	82.50
Third leverman.....	82.50
Garcia, agent.....	87.50
Second operator.....	82.50
Third operator.....	82.50

Station and Position.	Rate per Month.
Cedar Falls, agent.....	\$100.00
First operator.....	92.50
Second operator.....	92.50
Third operator.....	92.50
Seattle "Frt", day operator.....	92.50
Seattle "S", chief operator.....	145.00
First assistant chief operator.....	127.50
Second assistant chief operator.....	122.50
Eight other operators.....	107.50
Black River Tower, day leverman.....	87.50
Night leverman.....	87.50
Kent, agent.....	87.50
Auburn, agent.....	87.50
Second operator.....	82.50
Third operator.....	82.50
Sumner, agent.....	87.50
North Puyallup, agent.....	87.50
Tacoma Jct., first operator.....	87.50
Second operator.....	87.50
Third operator.....	87.50
Tacoma Yard, day operator.....	90.00
Tacoma, "TC", chief operator.....	125.00
Assistant chief operator.....	115.00
Two other operators.....	107.50
North Bend, agent.....	85.00
Snoqualmie, agent.....	85.00
Carnation, agent.....	85.00
Duvall, agent.....	85.00
Monroe, agent.....	92.50
First operator.....	82.50
Second operator.....	82.50
Snohomish, agent.....	90.00
Everett "Frt", day operator.....	85.00
Enumclaw, agent.....	107.50
McKenna, agent.....	87.50
Rainier, agent.....	87.50
Maytown, agent.....	90.00

Tacoma Eastern,

Bismarck, agent.....	\$ 92.50
Salsich Jct., agent.....	85.00
Second operator.....	82.50
Third operator.....	82.50
Tanwax Jct., agent.....	82.50
Kapowsin, agent.....	90.00
Eatonville, agent.....	90.00
Alder, agent.....	82.50
Elbe, agent.....	82.50
Ashford, agent.....	82.50
Mineral, agent.....	90.00
Morton, agent.....	90.00

There will be no change in the foregoing articles except upon thirty (30) days' notice in writing by either party to this agreement.

For Eastern Lines, C. M. & St. P. Ry.:

M. NICHOLSON,
Assistant General Manager.

C. M. DUKES,
Assistant to the General Manager.

For Puget Sound Lines, C. M. & St. P. Ry.
and Tacoma Eastern Railroad:

W. B. FOSTER,
General Superintendent.

For Employees:

G. E. SOYSTER,
General Chairman, O. R. T.

Chicago & North Western Railway Company

(MONTHLY RATES EFFECTIVE DECEMBER 1, 1917.)

(RULES EFFECTIVE JANUARY 1, 1918.)

ARTICLE I.

Section 1. This schedule will govern the employment and compensation of telegraphers on the Chicago & North Western Railway and subsidiary lines operated, and will supersede all previous schedules, agreements and rulings thereon.

Definition of Term Telegrapher.

Sec. 2. The list in Article XII, showing locations, occupations and rates of pay, designates employes covered by this schedule who will be considered telegraphers within the meaning of these rules.

ARTICLE II.

Promotion.

Section 1. Telegraphers will be regarded in line of promotion, advancement depending upon faithful discharge of duty and capacity for increased responsibility. Where these are sufficient, seniority will have the preference, the superintendent to be the judge, subject to appeal.

Definition of Seniority.

Seniority will date from time of last entry in service, will be determined by the time accepted for employment by the employing officer, be effective only when vacancies occur, positions are abolished or new positions are created, and be confined to seniority districts. (See section 2 for exceptions.)

Reducing Forces.

In reducing forces, other things being equal, the junior telegraphers will be dispensed with, first.

Should a position be abolished the telegrapher displaced shall have the option, if claim is made within ten (10) days, of reverting to the extra list, or, if seniority and qualifications are sufficient, of displacing the junior telegrapher on the division or the junior telegrapher holding a position of the same class, who in turn may revert, to the extra list.

Exception: In the Chicago Terminals Interlocking District a telegrapher displaced, if qualified and claim is made within ten (10) days, may displace any junior telegrapher, or go on the extra list.

Positions Added to Schedule.

Sec. 2. When an existing position is added to this schedule the incumbent shall take rank on the telegraphers' seniority list from the date of last entry in service.

Leaving Scheduled Service.

Telegraphers assigned to service not covered by this schedule will retain their seniority as earned to the date of such assignment, so long as they remain in continuous service of the company in train dispatching, telegraph or station agent service. The provisions of this paragraph are retroactive.

"SJ" and "J".

Telegraphers in "SJ" and "J" offices will retain their rank on the seniority lists of the divisions from which they were promoted.

Telegraphers who desire positions in "SJ" or "J" offices may file applications with the superintendent of telegraph; if, in his opinion, they are capable, they will be given preference (in the order shown in section 1) in filling these positions. Office seniority will prevail in "SJ" and "J".

Lake St. Tower.

Office seniority will prevail in Lake St. Tower, but will not apply to position of telephone operator.

Chicago Terminals Interlocking District.

The Chicago Terminals Interlocking District shall constitute a seniority unit.

Bulletins.

Sec. 3. Vacancies will be bulletined on the first and sixteenth of each month and copy sent to general chairman. Ten (10) days will be allowed for filing applications, which shall be made in duplicate, the duplicate to be returned to applicant bearing acknowledgment of receipt. Unless the application is withdrawn before the expiration of this time an employee who applies and is assigned must accept the position or go on the extra list. Each bulletin will show the names of successful applicants for the positions listed in the previous bulletin. If a telegrapher is not promoted according to seniority the superintendent will notify him immediately after the ten days allowed for filing applications; receipt of such notification must be acknowledged promptly, and if the reason is requested it will be given in writing. Positions vacated for sixty days or less will not be bulletined.

Exception: In the Chicago Terminals Interlocking District bulletins will be issued on the first, tenth and twentieth of each month. Seven (7) days will be allowed for filing applications, after which superintendent's notice to a senior applicant not assigned will be given.

Incapable.

Sec. 4. A telegrapher who is promoted and after a fair trial is found incapable, shall not have the right to displace another holding an assigned position, but will retain his seniority rank.

Declining Promotion.

Sec. 5. A telegrapher declining to accept promotion does not forfeit the right to it, nor to any other position when a vacancy occurs.

Transfer Delayed.

Sec. 6. Telegraphers not transferred within thirty (30) days after receiving notice of assignment to another position will be allowed one dollar (\$1.00) per day extra compensation after expiration of thirty (30) days.

Leave of Absence.

Sec. 7. Leave of absence will not be granted for more than sixty (60) days, except in case of sickness or injury of the employee, or to serve upon telegraphers' committees. Failure to report for service at or before expiration of leave of absence will result in loss of seniority rank. Positions temporarily vacated for more than sixty days will be bulletined subject to return of the absent employee.

Trading.

Sec. 8. Trading positions will not be permitted.

Seniority Lists.

Sec. 9. Seniority lists will be kept in the offices of the division superintendents and the superintendent of telegraph; they will be revised on the first of June each year and a copy showing the location of each telegrapher furnished to the general and local chairmen.

ARTICLE III.**Discipline.**

Section 1. Telegraphers will not be suspended or dismissed from service without a fair and impartial investigation before the division officers.

Investigations.

Sec. 2. Telegraphers shall have the right to have an employee of their choice present at the investigation and such employee shall have the right to ask any question he may desire; the evidence thus brought out shall be made a part of the written statement.

Appeals.

Sec. 3. Should the superintendent fail to adjust the case, appeal may be made to the superintendent of telegraph or the general superintendent. Adjustment will be taken up with the division officers within thirty (30) days; otherwise the right of appeal is waived.

Compensation.

Sec. 4. Except when found at fault, telegraphers required to attend investigations outside of assigned hours will be paid 65 cents, which will cover the first hour, additional time as per Section 15 of Article V and deadhead time at 40 cents per hour.

Service Letters.

Sec. 5. Telegraphers leaving the service for any cause will, upon request, be given a letter, signed by the superintendent of telegraph, stating the time and character of service.

ARTICLE IV.**Emergency Offices.**

Telegraphers performing duties at wrecks, washouts, snow blockades or other similar emergency offices will be paid as follows:

At 40 cents per hour for time deadheading from home station to the working point and returning, \$2.75 per day of eight (8) hours or less at the working point, and living expenses while away from home.

ARTICLE V.**Measure of Days Work—"SJ" and "J".**

Section 1. Eight (8) consecutive hours will constitute a day's work for telegraphers

employed in the general offices, "SJ"; Chicago, and "J". Omaha.

Dispatchers' Offices.

Sec. 2. Eight (8) consecutive hours will constitute a day's work for telegraphers employed in train dispatchers' offices.

Station Agents—Non-telegraph.

Sec. 3. Ten (10) consecutive hours, beginning at or between 6:00 and 8:00 o'clock a. m., and including a meal hour, will constitute a day's work for station agents whose duties do not include telegraphy, handling orders or blocking trains.

Levermen.

Sec. 4. Eight (8) consecutive hours will constitute a day's work for levermen employed in Chicago and Milwaukee Terminal Interlocking Districts, except as follows:

Twelve (12) consecutive hours will constitute a day's work for levermen in Towers "EW" and "SY"; Milwaukee Terminal Interlocking District.

Seven (7) hours, split into not more than two periods, will constitute a day's work for split tricks of telephone levermen at Lake Street, and levermen at Clinton Street, Chicago, and Canal Junction, these tricks to be confined to a spread of thirteen (13) hours.

Sec. 5. Twelve (12) consecutive hours will constitute a day's work for other levermen whose duties do not include telegraphy, handling orders or blocking trains.

Telegraph Operators—Not Limited by Law.

Sec. 6. Except as provided in Sections 1 and 2 of this article, ten (10) consecutive hours, including a meal hour, will constitute a day's work for telegraph operators whose duties do not include handling orders or blocking trains. For example, this section applies to the following positions:

Grand Avenue freight office, Chicago;

Milwaukee freight office;

Office of Superintendent of Freight Terminals, Chicago;

Offices of General Agents at Chicago, Milwaukee, Des Moines and Winona and other similar positions now existing or hereafter created.

(The provisions of Sections 7, 8 and 9 of this article apply only to telegrapher whose duties include handling orders or blocking trains.)

Telegraphers—Limited by Law.

Sec. 7. Ten (10) consecutive hours, beginning at or between 6:00 o'clock and 7:30 a. m., and including a meal hour, will constitute a day's work for telegraphers employed in offices operated only during the daytime, or for a portion of the day and a portion of the night during a period not exceeding thirteen (13) hours in twenty-four (24).

When two telegraphers are employed and one is station agent, whose duties do not include telegraphy, handling orders or blocking trains, the other to begin at or between 7:30 and 8:30 a. m.

Sec. 8. Nine (9) consecutive hours, including a meal hour, will constitute a day's work for telegraphers in offices operated only at night and in offices where but two tricks are maintained during a period exceeding

thirteen (13) hours in twenty-four (24); station agents to begin at or between six (6:00) and eight (8:00) o'clock a. m.

Sec. 9. Eight (8) consecutive hours, where three tricks are maintained, will constitute a day's work for telegraphers in offices operated during a period exceeding thirteen (13) hours in twenty-four (24). The first trick to begin at or between seven (7:00) and eight (8:00) o'clock a. m., except that station agents will begin at or between six (6:00) o'clock and seven-thirty (7:30) a. m.

Sundays and Holidays.

Sec. 10. So far as possible telegraphers will be excused from work on Sundays and holidays. Holidays referred to are New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving and Christmas.

Holidays.

Telegraphers in the general offices, "SJ" and "J", required to work on Sundays or holidays, will be allowed extra pay pro rata, on basis of daily rate being 1/26 of monthly rate, 10 minute rule to apply, with a minimum of one hour, for all such service; Sunday and holiday hours to be consecutive.

See pro rata rate table on page following wage scale.

Sundays.

Sec. 11. Other telegraphers required to work on Sunday will be allowed extra pay, pro rata, on basis of daily rate being 1/26 of the monthly rate, with a minimum of one hour for each time they are required to report within the assigned Sunday hours; assigned Sunday hours to be within the spread of the weekday assignment and arranged in not to exceed two periods within such spread. For all service on Sunday, outside of the assigned Sunday hours, they will be allowed overtime as per overtime rules.

See pro rata rate table on page following wage scale.

Calls.

Sec. 12. Telegraphers called for service or required by company's officers to report for instructions outside of established hours after being excused, will be paid sixty-five (65) cents for each call, which will cover one hour's service; time in excess of one hour to be paid as per Section 15.

Sec. 13. Handling orders or blocking trains at stations where a telegrapher is employed will be confined to such telegrapher, operating officers and train dispatchers, provided they are available and can be promptly located. When the telegrapher is not called in conformity with this article he shall be paid for the call.

Meals.

Sec. 14. Telegraphers, except those performing the duties of levermen and those working less than nine (9) hours, will be allowed sixty (60) consecutive minutes, to begin not earlier than 11:30 and end not later than 2:00 o'clock, a. m. or p. m., for meals. If not thus excused will be paid one (1) hour overtime.

Overtime.

Sec. 15. Telegraphers required by the company's officers to remain on duty for a period in excess of assigned hours, will be

paid overtime pro rata for the excess, on basis of daily rate being 1/26 of monthly rate, but not less than forty (40) cents for each full hour, fractions of an hour to be paid for at seven (7) cents for each full period of ten (10) minutes, except that telegraphers in "SJ" and "J" offices will be paid a minimum of fifty (50) cents for each full hour, fractions of an hour nine (9) cents for each full period of ten (10) minutes.

See pro rata rate table on page following wage scale.

Special—Called But Not Used.

Sec. 16. Telegraphers in Chicago Terminal Interlocking District ordered to report for duty and not used will be allowed pay for all time held, with a minimum of ¼ of a day, at the rate of the position for which they are ordered.

ARTICLE VI.

Attending Court.

When required by the company to attend court away from home, telegraphers will be paid one (1) day at their regular rate for each twenty-four (24) hours, and living expenses while away from home. Time and expenses to be approved by the company's attorney.

ARTICLE VII.

Local Batteries.

Section 1. When more than ten (10) cells of local battery are in use, telegraphers will not be required to clean them.

Switch or Signal Lamps.

Sec. 2. At stations where there are no other employes to whom the duty may be assigned, and not to exceed two (2) switch or signal lamps, telegraphers may be required to care for them without extra compensation. At other stations where telegraphers are required to care for switch or signal lamps they will be paid as follows: For four or less, \$4.00 per month; for each additional lamp, 50 cents per month. This does not apply to the order signal lamp, nor to signal lamps in connection with interlocking plants, except when levermen have station duties to perform.

Crossing Gates—Flagging.

Sec. 3. Telegraphers required to handle crossing gates or flag crossings for more than four (4) trains per day will be allowed five dollars (\$5.00) per month extra compensation, such extra compensation to be included in the scheduled salary.

Throwing Switches.

Sec. 4. Telegraphers will not be required to throw track switches manually, except in cases of emergency, unless regularly assigned to perform this service, and when so assigned they will be allowed five dollars (\$5.00) per month extra compensation, such extra compensation to be included in the scheduled salary of the position.

Pumps.

Sec. 5. Telegraphers required to operate steam, gasoline or electrical power pumps will receive extra compensation at the following rates: Steam and gasoline, ten dollars (\$10.00); electrical, five dollars (\$5.00).

per month; the extra compensation to be included in the scheduled salary of the position.

Scrubbing—Removing Snow.

Sec. 6. Telegraphers will not be required to scrub waiting rooms, towers, offices or other station structures, nor to shovel snow from platforms. This will not apply to exclusive block offices nor to stations where there is only a section foreman.

Levermen in the following interlocking towers will not be required to clean the towers:

In the Chicago Terminals Interlocking District—

Lake Street	Wells Street
Clinton Street	Carpenter Street
Division Street	Sangamon Street
Deering Bridge	Clybourn Tower
Kedzie Avenue	Mayfair Tower
Tower JN	

Telegraphers will be required to keep their stations neat and clean, notifying the superintendent when help is required to accomplish this.

U. S. Mail.

Sec. 7. At stations where United States mail is too heavy to be handled by telegraphers without hardship or personal expense, the company will afford relief.

Where the handling of United States mail between railway stations and postoffices, or between two railway stations, is assigned to telegraphers within their established hours and such service is also necessary outside of their established hours, they shall be allowed to perform the entire service, "Hours of Service Law" permitting, provided the railway company has no other employee to whom this service may be assigned without extra expense.

Telegraphers handling United States mail outside of established hours, as indicated above, shall be paid at the rate of $\frac{3}{4}$ of a cent per minute for time actually consumed.

ARTICLE VIII.

Relief (Extra) Telegraphers—Pay.

Section 1. Relief (extra) telegraphers will be paid at the rate of pay of the employee relieved and will be allowed a minimum of forty (40) cents per hour while deadheading on company's business.

Relief (Assigned) Telegraphers—Pay.

Sec. 2. Telegraphers holding positions to which they have been assigned will not be required to perform relief service, except in cases of emergency. When required to perform such service they will be paid the higher rate of the positions involved, be allowed time at the rate of their assigned position while changing from one position to the other, and if required to leave home station will be paid one dollar (\$1.00) per day while away from home to cover expenses.

Transfers—Free Transportation.

Sec. 3. Telegraphers transferred by order of the company, or to accept bulletin positions, will be furnished free transportation for themselves, dependent members of their families and household goods, and will be allowed regular pay for time lost in making

such transfers, rate of pay to be based on position from which transfer is made.

ARTICLE IX.

Sureties.

If the surety company designated by the railway company shall decline to act as surety for any telegrapher required to give a bond, another surety company may act as such surety, subject to the approval of the railway company and at the telegrapher's expense.

ARTICLE X.

Teaching Telegraphy.

Telegraphers will not be required to teach telegraphy.

ARTICLE XI.

Schedule—Changes in.

In the event of either the telegraphers or the railway company desiring to change any one or more particulars of this schedule, or to terminate it as a whole, they will give thirty (30) days' written notice to the party at interest.

ARTICLE XII.

New or Reopened Positions—Pay.

Section 1. When new positions are created the compensation therefor will be on a parity with positions of similar class listed in this article. Positions listed herein that may be discontinued temporarily or permanently, if reopened later without substantial changes in duties, or conditions, will be reopened at salaries fixed by this schedule.

Commissions.

Sec. 2. When commissions paid telegraphers are discontinued and the wages paid by the railway company are not upon a parity with wages paid in other similar positions on the same division, the difference will be adjusted promptly.

Abbreviations and Symbols.

Designating Duties Performed.

A—Agent, at stations where there is telephone service as per Article I or telegraph service, but agent is not required to use telephone to handle orders or block trains or to perform telegraphy.

O—Telegraph operator.

Ph—Telephone operator required to use telephone to handle orders or block trains.

L—Leverman.

P—Pumper.

C—Flags crossings.

G—Handles crossing gates.

Sw—Throws switches manually.

A N T—Agent, at station without railway telegraph service and not required to use telephone to handle orders or block trains.

*Hours of service restricted by law.

LINES EAST OF MISSOURI RIVER.

TRAFFIC DEPARTMENT OFFICES.

Station and Position.	Rate per Month.
Chicago, General Agent, operator.....	\$ 90.00
Milwaukee, General Agent, operator.....	90.00
Vinona, General Agent, operator.....	95.00
Des Moines, General Agent, operator.....	95.00

OPERATING DEPARTMENT.

General Office, Chicago (SJ).

Station and Position.	Rate per Month.
Chief operator.....	\$152.50
First assistant chief operator.....	132.50
Second assistant chief operator.....	132.50
Five operators at.....	108.75
Five operators at.....	106.25
Two operators at.....	103.75
Three operators at.....	101.25

Chicago Terminals Interlocking District.
Chicago:

Lake St. Tower, assistant director.....	\$135.00
Four leverman at.....	110.00
Three levermen at.....	107.50
One telephone leverman.....	82.50
Clinton St. Tower, four leverman at.....	102.50
Grayland Tower, first Ph. L.....	*82.50
Second telephone leverman.....	*82.50
Third telephone leverman.....	*82.50
Sangamon St. Tower, first Ph. L.....	*102.50
Second telephone leverman.....	*102.50
Third telephone leverman.....	*97.50
Carpenter St. Tower, first Ph. L.....	*102.50
Second telephone leverman.....	*102.50
Third telephone leverman.....	*97.50
Division St. Tower, first Ph. L.....	*97.50
Second telephone leverman.....	*97.50
Third telephone leverman.....	*92.50
Clybourn Tower, first Ph. L.....	*90.00
Second telephone leverman.....	*90.00
Third telephone leverman.....	*90.00
Wood St. Tower, first Ph. L.....	*82.50
Second telephone leverman.....	*82.50
Third telephone leverman.....	*80.00
Hunting Ave. Tower, first Ph. L.....	*82.50
Second telephone leverman.....	*82.50
Third telephone leverman.....	*80.00
Mayfair Tower, first Ph. L.....	*90.00
Second telephone leverman.....	*90.00
Third telephone leverman.....	*90.00
Deering Bridge, first Ph. L.....	*87.50
Second telephone leverman.....	*87.50
Third telephone leverman.....	*87.50
Rosehill Tower, first Ph. L.....	*72.50
Second telephone leverman.....	*72.50
Third telephone leverman.....	*72.50
Evanston, Main St. Tower, first Ph. L.....	*75.00
Second telephone leverman.....	*75.00
Third telephone leverman.....	*75.00
Canal Junction, first opr. leverman.....	*92.50
Second operator leverman.....	*92.50
Third operator leverman.....	*90.00
Fourth operator leverman.....	*90.00
Wilmette Tower, first Ph. L.....	*77.50
Second telephone leverman.....	*77.50
Third telephone leverman.....	*75.00
Power RS, first Ph. L.....	*75.00
Second telephone leverman.....	*75.00
Third telephone leverman.....	*75.00
Chicago:	
Wells St. Yard Tower, first L.....	97.50
Second leverman.....	97.50
Third leverman.....	97.50

Station and Position.	Rate per Month.
Noble St. Tower, first Ph. L.....	*\$ 92.50
Second telephone leverman.....	*92.50
Third telephone leverman.....	*90.00
Kedzie Ave. Tower, first O. L.....	*100.00
Second operator leverman.....	*100.00
Third operator leverman.....	*97.50
JN Tower, first operator leverman.....	*90.00
Second operator leverman.....	*90.00
Third operator leverman.....	*90.00
Tower HM, first operator leverman.....	*82.50
Second operator leverman.....	*82.50
Third operator leverman.....	*82.50
Chicago, first extra leverman.....	102.50
Second extra leverman.....	102.50
Third extra leverman.....	102.50

Freight Terminals District.

Superintendent's Office, operator.....\$ 85.00

Milwaukee Terminal Interlocking District.

Milwaukee:

St. Francis Tower, first Ph. L.....	*\$ 85.00
Second telephone leverman.....	*85.00
Third telephone leverman.....	*85.00
Kinnickinnic River Bridge (Wis. Div.), first leverman.....	*87.50
Second leverman.....	*82.50
Third leverman.....	*82.50
Washington St. Tower, first Ph. L.....	90.00
Second telephone leverman.....	90.00
Third telephone leverman.....	90.00
First assistant telephone leverman.....	80.00
Second assistant Ph. L.....	80.00
Third assistant telephone leverman.....	80.00
Milwaukee River Tower, first Ph. L.....	*85.00
Second telephone leverman.....	*85.00
Third telephone leverman.....	*85.00
Shoreline Tower, first O. L.....	*77.50
Second operator leverman.....	*77.50
Third operator leverman.....	*77.50
Tower SW, first operator leverman.....	*77.50
Second operator leverman.....	*77.50
Third operator leverman.....	*77.50
Wisconsin, first operator leverman.....	*77.50
Second operator leverman.....	*77.50
Third operator leverman.....	*77.50
Milwaukee, Kinnickinnic River (Madison Div.), leverman.....	75.00
First bridge operator.....	75.00
Second bridge operator.....	75.00
Chase Tower, first operator leverman.....	*80.00
Second operator leverman.....	*80.00
Third operator leverman.....	*80.00
Belton, first operator leverman.....	*80.00
Second operator leverman.....	*80.00
Third operator leverman.....	*80.00
New Butler, (EW), first leverman.....	72.50
Second leverman.....	72.50
(SY), first leverman.....	72.50
Second leverman.....	72.50
(BJ), first operator leverman.....	*80.00
Second operator leverman.....	*80.00
Third operator leverman.....	*80.00

WISCONSIN DIVISION.

Station and Position.	Rate per Month.
Chicago:	
Dispatcher, first operator.....	\$102.50
Second operator.....	100.00
First operator.....	*97.50
Second operator.....	*97.50
Third operator.....	*97.50

SCHEDULES AND WAGE SCALES.

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Grand Ave. Station, operator.....	\$ 77.50	Highland Park, agent.....	\$112.50
Clybourn, agent operator.....	*87.50	First operator.....	*87.50
Operator	*82.50	Second operator.....	*82.50
Avondale, A. N. T.....	82.50	Highwood, agent operator.....	*90.00
Irving Park, A. N. T.....	82.50	Ft. Sheridan, agent operator.....	90.00
Hunting Ave., A. N. T.....	77.50	Lake Forest, agent.....	112.50
Mayfair, operator.....	*85.00	First operator.....	*87.50
Jefferson Park, A. N. T.....	90.00	Second operator.....	*82.50
Norwood Park, A. N. T.....	72.50	Lake Bluff, agent operator.....	77.50
Edison Park, A. N. T.....	70.00	Tower, first operator leverman.....	*80.00
Park Ridge, agent telephoner.....	*80.00	Second operator leverman.....	*80.00
Des Plaines, agent.....	100.00	Third operator leverman.....	*80.00
First operator.....	*77.50	North Chicago, agent.....	125.00
Second operator.....	*75.00	Operator	*82.50
Deval Tower, first Ph. L.....	*77.50	Waukegan, first operator.....	*95.00
Second telephone leverman.....	*77.50	Second operator.....	*87.50
Third telephone leverman.....	*77.50	Third operator.....	*85.00
Tower NY, first telephone leverman...	*72.50	Waukegan Yard Tower, leverman....	75.00
Second telephone leverman.....	*72.50	Beach, agent operator.....	*70.00
Third telephone leverman.....	*72.50	Zion City, agent.....	97.50
Arlington Heights, agent operator...	*77.50	Operator	*77.50
Palatine, agent.....	87.50	Winthrop Harbor, agent operator....	*67.50
Operator	*75.00	Kenosha, first operator.....	*87.50
Barrington, agent.....	95.00	Second operator.....	*87.50
First operator.....	*77.50	Third operator.....	*85.00
Second operator.....	*75.00	Berryville, agent operator.....	*70.00
Cary, agent operator.....	*77.50	Racine Jct. Tower, first O. L. G.....	80.00
Crystal Lake, agent.....	85.00	Second O. L. G.....	80.00
First operator.....	*82.50	Third O. L. G.....	80.00
Second operator.....	*80.00	Racine, first operator.....	*87.50
Third operator.....	*75.00	Second operator.....	*87.50
Ridgefield, A. O. P.....	*80.00	Third operator.....	*85.00
Woodstock, agent.....	112.50	Ives, operator.....	*75.00
Operator	*87.50	County Line, agent operator.....	*72.50
Hartland, agent operator.....	*72.50	Carrollville, agent operator.....	*80.00
Tower GX, first leverman.....	77.50	So. Milwaukee, agent.....	80.00
Second leverman.....	77.50	First operator.....	*80.00
Harvard, agent.....	117.50	Second operator.....	*75.00
First operator.....	*87.50	Cudahy, agent.....	82.50
Second operator.....	*87.50	Operator	*82.50
Third operator.....	*85.00	Milwaukee:	
Tower RD, first leverman.....	77.50	Allis, first operator.....	*85.00
Second leverman.....	77.50	Second operator.....	*85.00
Lawrence, A. N. T.....	67.50	Third operator.....	*85.00
Sharon, agent.....	77.50	Local Freight Office, operator.....	95.00
Operator	*77.50	Wisconsin St. Passenger, first O.....	*100.00
Clinton Jct., agent.....	80.00	Second operator.....	*97.50
Tower, first operator leverman.....	*72.50	Third operator.....	*95.00
Second operator leverman.....	*72.50	Shoreline, A. N. T.....	75.00
Third operator leverman.....	*72.50	Granville, agent operator.....	*77.50
Shopiere, agent operator.....	*70.00	Rockfield, A. O. P.....	*85.00
So. Janesville, So. End, first O. Sw...	*75.00	Jackson, agent operator.....	*80.00
Second operator Sw.....	*75.00	Operator	*72.50
Third operator Sw.....	*75.00	West Bend, agent.....	105.00
Janesville, first operator.....	*90.00	First operator.....	*75.00
Second operator.....	*87.50	Second operator.....	*75.00
Third operator.....	*85.00	Third operator.....	*75.00
Chicago:		Barton, agent operator.....	*70.00
Ravenswood, A. N. T.....	100.00	Kewaskum, agent.....	77.50
Summerdale, A. N. T.....	85.00	Operator	*72.50
Rosehill, A. N. T.....	97.50	Campbellsport, agent operator.....	*77.50
Rogers Park, A. N. T.....	97.50	Operator	*72.50
Evanston, Davis St. (Passenger), A. O.	*97.50	Eden, agent operator.....	*82.50
Central St., A. N. T.....	80.00	Operator	*72.50
Wilmette, agent operator.....	90.00	Niles Center, agent operator.....	*82.50
Kenilworth, A. N. T.....	80.00	Northfield, first O. G.....	*75.00
Winnetka, agent.....	90.00	Second O. G.....	*75.00
Operator	*85.00	Valley Tower, first operator leverman	*77.50
Hubbard Woods, agent operator.....	82.50	Second operator leverman.....	*77.50
Glencoe, agent operator.....	82.50	Third operator leverman.....	*77.50
Operator	*82.50	Skokie, first operator leverman.....	*77.50
Ravinia, A. N. T.....	72.50	Second operator leverman.....	*77.50
		Third operator leverman.....	*77.50

SCHEDULES AND WAGE SCALES.

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Station and Position.	Rate Per Month.
South Upton Tower, first leverman...	\$ 72.50
Second leverman.....	72.50
Upton, first, operator leverman.....	*75.00
Second operator leverman.....	*75.00
Third operator leverman.....	*75.00
Willow Tower, first leverman.....	67.50
Secqnd leverman.....	67.50
Bain, first operator leverman.....	*80.00
Second operator leverman.....	*80.00
Third operator leverman.....	*80.00
Rawson, operator.....	85.00
Pleasant Prairie, agent operator.....	*75.00
Woodworth, agent operator.....	*70.00
Bristol, agent operator.....	*70.00
Salem, agent operator.....	*80.00
Operator.....	*72.50
Fox River, agent operator.....	*70.00
Bassetts, A. N. T. P.....	70.00
Twin Lakes, agent operator.....	*87.50
Genoa Jct., agent.....	75.00
Tower GA, first operator leverman.....	*75.00
Second operator leverman.....	*75.00
Third operator leverman.....	*75.00
Hebron, agent operator.....	*70.00
Alden, agent operator.....	*70.00
Chemung, agent operator.....	*70.00
Capron, agent operator.....	*72.50
Operator.....	*70.00
Poplar Grove, agent operator.....	*72.50
Tower EA, first operator.....	*70.00
Second operator.....	*70.00
Argyle, agent operator.....	*70.00
Rockford, operator.....	*77.50
Cragin, A. N. T.....	90.00
Greenwood Blvd., Evanston, A. N. T.....	85.00
First extra leverman, Ph. L.....	100.00
Second extra leverman, Ph. L.....	100.00

NORTHERN WISCONSIN DIVISION.

Station and Position.	Rate per Month.
Milton Jct., agent operator.....	*\$ 92.50
Operator.....	*75.00
Koshkonong, agent operator.....	*65.00
Ft. Atkinson, agent.....	110.00
First operator.....	*85.00
Second operator.....	*82.50
Jefferson, agent.....	102.50
First operator.....	*85.00
Second operator.....	*75.00
Johnson's Creek, agent operator.....	*80.00
Operator.....	*75.00
Watertown, first operator.....	*85.00
Second operator.....	*82.50
Clyman, agent operator.....	*77.50
Minnesota Jct., agent operator.....	*80.00
Juneau, agent operator.....	*87.50
Burnett, agent operator.....	*80.00
First operator.....	*72.50
Second operator.....	*72.50
Chester, agent operator.....	*75.00
Oakfield, agent operator.....	*80.00
First operator.....	*72.50
Second operator.....	*72.50
Fond du Lac, first operator.....	*92.50
Second operator.....	*85.00
Third operator.....	*82.50
No. Fond du Lac, Disp., first operator.....	95.00
Second operator.....	95.00
Tower DX, first O. Sw.....	*75.00
Secqnd operator Sw.....	*75.00
Third operator Sw.....	*75.00
So. Oshkosh, first operator.....	*85.00
Second operator.....	*82.50
Third operator.....	*77.50

Station and Position.	Rate Per Month.
Tower CF, first telephone leverman..*	\$ 70.00
Second telephone leverman.....	*70.00
Third telephone leverman.....	*70.00
State Hospital, agent operator.....	*80.00
Neenah, first operator.....	*82.50
Second operator.....	*80.00
Appleton Jct., A. O. G.....	*92.50
First O. G.....	*87.50
Second O. G.....	*85.00
Appleton, operator.....	*87.50
Little Chute, agent operator.....	*75.00
Kaukauna, operator.....	*80.00
Wrightstown, agent operator.....	*85.00
Little Rapids, A. N. T.....	57.50
Depere, agent.....	100.00
First operator.....	*85.00
Second operator.....	*80.00
Third operator.....	*75.00
Sheboygan Falls, agent.....	95.00
Operator.....	*77.50
Plymouth, agent.....	95.00
Operator.....	*80.00
Glenbeulah, agent operator.....	*72.50
St. Cloud, agent operator.....	*75.00
Calvary, agent operator.....	*75.00
Malone, A. N. T.....	57.50
Rosendale, agent operator.....	*75.00
Ripon, agent.....	105.00
Operator.....	*80.00
Green Lake, agent operator.....	*77.50
Princeton, agent operator.....	*82.50
Neshkora, agent operator.....	*82.50
Red Granite, agent operator.....	*75.00
Wautoma, agent operator.....	*80.00
Wild Rose, agent operator.....	*77.50
Almond, agent operator.....	*80.00
Bancroft, A. O. L.....	*75.00
Nekoosa, agent operator.....	*75.00
Grand Rapids, operator.....	*80.00

LAKE SHORE DIVISION.

Station and Position.	Rate Per Month.
White Fish Bay, agent operator....*	\$ 77.50
First operator.....	*75.00
Second operator.....	*75.00
Mequon, agent operator.....	*77.50
First operator.....	*72.50
Second operator.....	*72.50
Port Washington, agent.....	110.00
First operator.....	*80.00
Second operator.....	*77.50
Third operator.....	*77.50
Belgium, agent operator.....	75.00
First operator.....	*72.50
Second operator.....	*72.50
Cedar Grove, agent operator.....	*77.50
Oostburg, agent operator.....	*75.00
Operator.....	*72.50
Sheboygan, South Yard, first operator.....	*80.00
Second operator.....	*80.00
Third operator.....	*80.00
Passenger, first operator.....	*90.00
Second operator.....	*85.00
Haven, agent operator.....	*72.50
Cleveland, agent operator.....	*80.00
First operator.....	*75.00
Second operator.....	*72.50
Newton, agent operator.....	*75.00
Operator.....	*72.50
Calumet Tower, first O. L.....	*77.50
Second operator leverman.....	*77.50
Third operator leverman.....	*77.50

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Manitowoc, first operator.....	*\$ 90.00	Appleton, first operator.....	*\$ 87.50
Second operator.....	*85.00	Second operator.....	*80.00
Third operator.....	*75.00	Greenville, agent operator.....	*67.50
Two Rivers, agent.....	102.50	Hortonville, agent.....	87.50
Operator.....	*85.00	First operator.....	*82.50
Rosemere, first operator leverman.....	*77.50	Second operator.....	*77.50
Second operator leverman.....	*77.50	Third operator.....	*75.00
Third operator leverman.....	*77.50	Larsen, A. N. T.....	60.00
Cato, A. N. T.....	62.50	Medina, agent.....	72.50
Grimm's, agent operator.....	*77.50	New London, agent.....	105.00
Reedville, agent operator.....	*77.50	First operator.....	*80.00
Brillion, agent operator.....	*90.00	Second operator.....	*75.00
Dundas, A. N. T.....	62.50	Third operator.....	*72.50
Francis Creek, agent operator.....	*75.00	Sugar Bush, agent operator.....	*77.50
Maribel, agent operator.....	*80.00	Operator.....	*72.50
Denmark, A. O. P.....	*92.50	Bear Creek, agent operator.....	*85.00
First operator.....	*75.00	Clintonville, agent.....	110.00
Second operator.....	*75.00	First operator.....	*90.00
Bellevue, agent operator.....	*72.50	Second operator.....	*80.00
Tavil, operator Sw.....	*77.50	Third operator.....	*80.00
First O. G. Sw.....	*82.50	Marion, agent operator.....	*90.00
Second O. G. Sw.....	*82.50	First operator.....	*75.00
Green Bay, Dispatcher, first operator.....	95.00	Second operator.....	*75.00
Second operator.....	95.00	Hunting, agent operator.....	*77.50
North Green Bay, first operator.....	*77.50	Split Rock, agent Ph.....	*77.50
Second operator.....	*77.50	Tigerton, agent operator.....	*87.50
Third operator.....	*77.50	First operator.....	*72.50
Duck Creek, first operator leverman.....	*77.50	Second operator.....	*72.50
Second operator leverman.....	*77.50	Whitcomb, agent Ph.....	*77.50
Third operator leverman.....	*77.50	Wittenberg, agent operator.....	*87.50
Pulaski, agent operator.....	*82.50	First operator.....	*72.50
First operator.....	*75.00	Second operator.....	*72.50
Second operator.....	*72.50	Eland, agent.....	102.50
Green Valley, agent operator.....	*75.00	First operator.....	*85.00
Gillett, agent operator.....	*85.00	Second operator.....	*82.50
First operator.....	*75.00	Third operator.....	*82.50
Second operator.....	*72.50	Elderon, agent operator.....	*75.00
Suring, agent operator.....	*80.00	Rosholt, agent operator.....	*80.00
Mountain, agent operator.....	*80.00	Hatley, agent operator.....	*77.50
First operator.....	*72.50	Kelly's, agent operator.....	*77.50
Second operator.....	*72.50	Rothschild, agent operator.....	*87.50
Lakewood, agent operator.....	*80.00	Wausau Junction, first operator.....	*77.50
Wabeno, agent operator.....	*85.00	Second operator.....	*75.00
Laona, agent.....	85.00	Third operator.....	*75.00
First operator.....	*72.50	Wausau, operator.....	*92.50
Second operator.....	*72.50	First Ph.....	*80.00
Soo Line Crossing, first leverman.....	65.00	Second Ph.....	*80.00
Second leverman.....	65.00	Marathon City, agent operator.....	*82.50
Long Lake, agent operator.....	*80.00	Edgar, agent operator.....	*82.50
Zachow, A. N. T.....	62.50	Fenwood, A. N. T.....	65.00
Bonduel, agent operator.....	*80.00	Stratford, agent operator.....	*82.50
Shawano, agent.....	95.00	Biramwood, agent operator.....	*82.50
First operator.....	*80.00	Mattoon, A. N. T.....	65.00
Second operator.....	*75.00	Aniwa, agent operator.....	*80.00
Third operator.....	*72.50	First operator.....	*72.50
Lyndhurst, agent operator.....	*75.00	Second operator.....	*72.50
Bowler, A. O. P.....	*85.00	Elmhurst, agent operator.....	*77.50
Embarrass, A. N. T.....	72.50	Antigo, Dispatcher, first operator.....	95.00
Cecil, agent operator.....	*77.50	Second operator.....	95.00
Mosling, A. N. T.....	72.50	Yard, first operator.....	*82.50
Oconto Falls, agent operator.....	*87.50	Second operator.....	*80.00
		Third operator.....	*80.00

ASHLAND DIVISION.

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Kaukauna, first operator.....	*\$ 82.50	First operator.....	*75.00
Second operator.....	*77.50	Second operator.....	*75.00
Third operator.....	*75.00	Elcho, agent operator.....	*80.00
Combined Locks, agent.....	90.00	Pelican, agent operator.....	*87.50
Operator.....	*77.50	First operator.....	*77.50
Kimberly, agent.....	97.50	Second operator.....	*75.00
Operator.....	*80.00	Crandon, agent operator.....	*82.50

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Monico, agent operator.....	*\$ 90.00	Pensaukee, agent operator.....	*\$ 80.00
First operator.....	*80.00	Oconto, agent.....	112.50
Second operator.....	*80.00	First operator.....	*95.00
Rhineland, first operator.....	*87.50	Second operator.....	*82.50
Second operator.....	*82.50	Third operator.....	*80.00
Third operator.....	*82.50	Wilcox, operator.....	*70.00
Tomahawk Lake, agent operator.....	*72.50	Peshtigo, agent operator.....	*92.50
Woodruff, agent operator.....	*87.50	First operator.....	*77.50
First operator.....	*72.50	Second operator.....	*72.50
Second operator.....	*72.50	Marinette, first operator.....	*85.00
Lac du Flambeau, agent operator.....	*75.00	Second operator.....	*82.50
Mercer, agent operator.....	*90.00	Third operator.....	*82.50
First operator.....	*77.50	Menominee, first operator.....	*85.00
Second operator.....	*75.00	Second operator.....	*80.00
Hurley, operator.....	*90.00	Hansen, operator.....	*72.50
Carson, operator.....	*75.00	Wallace, agent operator.....	*85.00
Orva, first operator Sw.....	*82.50	Ingalls, A. N. T.....	80.00
Second operator Sw.....	*82.50	Stephenson, agent operator.....	*92.50
Third operator Sw.....	*82.50	First operator.....	*80.00
Kimball, first operator.....	*80.00	Second operator.....	*77.50
Second operator.....	*80.00	Daggett, agent operator.....	*92.50
Third operator.....	*80.00	Operator.....	*75.00
Saxon, agent.....	97.50	Bagley, agent.....	70.00
First operator.....	*82.50	Operator.....	*72.50
Second operator.....	*80.00	Carney, agent operator.....	*87.50
Third operator.....	*80.00	Nadeau, agent operator.....	*90.00
Cedar, first operator.....	*80.00	Powers, agent.....	95.00
Second operator.....	*80.00	First operator.....	*87.50
Third operator.....	*80.00	Second operator.....	*85.00
Alder, first operator.....	*80.00	Third operator.....	*82.50
Second operator.....	*80.00	Hermansville, agent.....	92.50
Third operator.....	*80.00	First operator.....	*82.50
Odanah, agent operator.....	*90.00	Second operator.....	*80.00
First operator.....	*80.00	Waucedah, agent operator.....	*82.50
Second operator.....	*80.00	Loretto, A. N. T.....	80.00
Third operator.....	*80.00	Vulcan, agent operator.....	*90.00
Ashland, Dispatcher, first operator.....	95.00	Operator.....	*75.00
Second operator.....	95.00	Norway, agent.....	95.00
Yard, first operator.....	*77.50	Operator.....	*85.00
Second operator.....	*77.50	Quinnese, agent.....	100.00
Third operator.....	*77.50	First operator.....	*85.00
Three Lakes, agent operator.....	*85.00	Second operator.....	*75.00
Eagle River, agent operator.....	*87.50	Iron Mountain, operator.....	*85.00
Operator.....	*72.50	Antoine, first operator.....	*80.00
Conover, agent operator.....	*72.50	Second operator.....	*80.00
Phelps, agent operator.....	*80.00	Third operator.....	*80.00
State Line, agent operator.....	*72.50	Curry, operator.....	*72.50
Watersmeet, agent.....	90.00	Spread Eagle, first operator.....	*72.50
First operator.....	*77.50	Second operator.....	*72.50
Second operator.....	*77.50	Third operator.....	*72.50
Third operator.....	*75.00	Hematite, first operator.....	*72.50
Marenisco, agent operator.....	*77.50	Second operator.....	*72.50
Wakefield, agent.....	100.00	Third operator.....	*72.50
First operator.....	*85.00	Florence, agent.....	97.50
Second operator.....	*82.50	Operator.....	*85.00
Third operator.....	*80.00	Stager, agent operator.....	*90.00
Bessemer, agent.....	120.00	First operator.....	*80.00
First operator.....	*85.00	Second operator.....	*80.00
Second operator.....	*80.00	Alpha, agent operator.....	*82.50
Third operator.....	*80.00	Crystal Falls, agent.....	90.00
Siemens, first operator.....	*80.00	First operator.....	*85.00
Second operator.....	*80.00	Second operator.....	*77.50
Third operator.....	*80.00	Amasa, A. O. P.....	*87.50
Ironwood, first operator.....	*90.00	Pentoga, agent operator.....	*87.50
Second operator.....	*82.50	First operator.....	*72.50
Third operator.....	*82.50	Second operator.....	*72.50
		Saunders, agent operator.....	*87.50
		First operator.....	*72.50
		Second operator.....	*72.50
		Palatka, operator.....	*72.50
		Caspian, agent.....	95.00
		Stambaugh, first operator.....	*82.50
		Second operator.....	*80.00
		Third operator.....	*80.00

PENINSULA DIVISION.

Station and Position.	Rate per Month.
Big Suamico, agent operator.....	*\$ 72.50
Little Suamico, agent operator.....	*80.00
First operator.....	*75.00
Second operator.....	*70.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Iron River, operator.....	*\$ 85.00	Evansville, agent.....	\$110.00
Elmwood, O. P.....	*80.00	First operator.....	*80.00
Spaulding, A. N. T.....	65.00	Second operator.....	*77.50
Wilson, agent operator.....	*90.00	Third operator.....	*77.50
First operator.....	*75.00	Brooklyn, agent operator.....	*95.00
Second operator.....	*72.50	Oregon, agent operator.....	*102.50
Indiantown, first operator.....	*72.50	So. Madison, agent operator.....	*72.50
Second operator.....	*72.50	Madison, first operator.....	*92.50
Third operator.....	*72.50	Second operator.....	*92.50
Bark River, agent operator.....	*90.00	Third operator.....	*92.50
First operator.....	*75.00	Tower CS, operator.....	*75.00
Second operator.....	*72.50	Mendota, agent operator.....	*77.50
Narenta, agent operator.....	*90.00	Wauakee, agent operator.....	*90.00
Operator Sw.....	*85.00	Dane, agent operator.....	*82.50
Operator.....	*80.00	Lodi, agent operator.....	*110.00
Sturgeon, Ph.....	*72.50	Tower BR, first operator leverman.....	*82.50
Tesch, first leverman.....	62.50	Second operator leverman.....	*82.50
Second leverman.....	62.50	Third operator leverman.....	*82.50
Foster City, agent operator.....	*85.00	Merrimac, agent.....	75.00
Metropolitan, A. N. T.....	67.50	Devil's Lake, agent operator.....	*72.50
Escanaba So. Y., first O. G. Sw.....	*82.50	Baraboo, dispatcher, operator.....	97.50
Second O. G. Sw.....	*82.50	First operator.....	*95.00
Third O. G. Sw.....	*82.50	Second operator.....	*95.00
Escanaba, dispatcher, first operator.....	97.50	Third operator.....	*95.00
Second operator.....	97.50	Fourth operator.....	*95.00
Escanaba No. Y., first O. Sw.....	*77.50	North Freedom, agent operator.....	*87.50
Second O. Sw.....	*77.50	Ablemans, agent operator.....	*87.50
Third O. Sw.....	*77.50	Reedsburg, agent.....	115.00
Larch, first operator.....	*75.00	First operator.....	*80.00
Second operator.....	*72.50	Second operator.....	*77.50
Brampton, agent operator.....	*90.00	Third operator.....	*77.50
Operator.....	*75.00	La Valle, agent operator.....	*87.50
Beaver, operator.....	*80.00	Wonewoc, agent operator.....	*87.50
Maple Ridge, agent operator.....	*90.00	Union Center, agent operator.....	*87.50
Lathrop, agent operator.....	*90.00	Elroy, first operator.....	*87.50
Operator.....	*75.00	Second operator.....	*87.50
Helena, operator.....	*72.50	Third operator.....	*87.50
Little Lake, agent.....	90.00	Kendalls, agent operator.....	*87.50
First operator.....	*82.50	Wilton, agent operator.....	*87.50
Second operator.....	*80.00	Norwalk, agent operaor.....	*87.50
Third operator.....	*80.00	Sparta, agent.....	117.50
Swanzy, agent operator.....	*82.50	First operator.....	*90.00
Cascade, first operator.....	*75.00	Second operator.....	*85.00
Second operator.....	*72.50	Third operator.....	*85.00
Negaunee, operator.....	*90.00	Rockland, agent operator.....	*72.50
Ishpeming, first operator.....	*90.00	Bangor, agent operator.....	*90.00
Second operator.....	*85.00	West Salem, agent operator.....	*95.00
Third operator.....	*82.50	First operator.....	*72.50
Clowry, A. O. P.....	*87.50	Second operator.....	*72.50
Republic, A. O. P.....	*82.50	La Crosse, first operator.....	*87.50
Champion, agent operator.....	*82.50	Second operator.....	*82.50
Michigamme, agent operator.....	*82.50	Third operator.....	*77.50
MADISON DIVISION.			
Station and Position.	Rate Per Month.	Station and Position.	Rate Per Month.
Caledonia, agent.....	\$ 90.00	Onalaska, agent operator.....	*82.50
First operator.....	*80.00	Midway, agent operator.....	*82.50
Second operator.....	*77.50	Trempealeau, agent operator.....	*90.00
Third operator.....	*77.50	First operator.....	*72.50
Roscoe, agent operator.....	*80.00	Second operator.....	*72.50
Beloit, first operator.....	*82.50	Galesville, agent operator.....	*102.50
Second operator.....	*82.50	Calhoun, agent operator.....	*75.00
Third operator.....	*82.50	Waukesha, first operator.....	*82.50
Tower DO, Ph.....	*70.00	Second operator.....	*82.50
Afton, agent operator.....	*82.50	Wales, agent operator.....	*87.50
First operator.....	*75.00	Dousman, agent operator.....	*92.50
Second operator.....	*72.50	Sullivan, agent operator.....	*95.00
Hanover, agent operator.....	*75.00	Helenville, agent operator.....	*82.50
Footville, agent operator.....	*85.00	Jefferson Junction, agent.....	80.00
Magnolia, A. N. T.....	55.00	First operator.....	*77.50
		Second operator.....	*77.50
		Third operator.....	*77.50
		Lake Mills, agent.....	105.00
		Operator.....	*77.50
		London, agent operator.....	*87.50
		Deerfield, agent operator.....	*87.50
		Cottage Grove, agent operator.....	*82.50

Station and Position.	Rate per Month.
Verona, agent operator.....	*\$ 85.00
Klevenville, agent operator.....	*72.50
Mt. Horeb, agent.....	95.00
Operator	*75.00
Blue Mounds, agent operator.....	*72.50
Barneveld, agent operator.....	*85.00
Ridgeway, agent operator.....	*85.00
Dodgeville, agent	95.00
Operator	*72.50
Edmund, agent operator.....	*82.50
Whitson, agent operator.....	*85.00
Cobb, agent operator.....	*85.00
Livingston, agent operator.....	*87.50
Rewey, agent operator.....	*87.50
Ispwich, agent operator.....	*80.00
Platteville, agent	112.50
Operator	*80.00
Cuba City, agent.....	92.50
Operator	*80.00
Benton, agent	110.00
Operator	*85.00
Hazel Green Jct., operator.....	*75.00
Hazel Green, A. N. T.....	70.00
Galena, agent	115.00
Operator	*80.00
Montfort, agent operator.....	*95.00
Preston, agent operator.....	*70.00
Fennimore, agent operator.....	*95.00
Stitzer, agent operator.....	*72.50
Lancaster, agent	92.50
Operator	*77.50
New Butler, first operator.....	*92.50
Second operator.....	*92.50
Third operator.....	*92.50
Fourth operator.....	*92.50
Sussex, agent operator.....	*75.00
North Lake, agent operator.....	*90.00
Mapleton, agent operator.....	*82.50
Ashippun, agent operator.....	*85.00
Lebanon, agent operator.....	*85.00
Clyman Junction, agent.....	85.00
First operator leverman.....	*80.00
Second operator leverman.....	*80.00
Third operator leverman.....	*80.00
North Lowell, agent operator.....	*75.00
South Beaver Dam, agent operator.....	*90.00
First operator.....	*72.50
Second operator.....	*72.50
South Randolph, agent operator.....	*82.50
Friesland, agent operator.....	*82.50
First operator.....	*72.50
Second operator.....	*72.50
Dalton, agent operator.....	*90.00
First operator.....	*72.50
Second operator.....	*72.50
Glen Oak, agent operator.....	*75.00
Buffalo, agent operator.....	*72.50
Oxford, agent operator.....	*85.00
First operator.....	*72.50
Second operator.....	*72.50
Brooks, agent operator.....	*77.50
Grand Marsh, agent operator.....	*85.00
Adams, Dispatcher, operator.....	95.00
Yard, first operator.....	*82.50
Second operator.....	*82.50
Third operator.....	*82.50
Holmsville, agent operator.....	*80.00
Necedah, agent operator.....	*90.00
First operator.....	*72.50
Second operator.....	*72.50
Cutler, agent operator.....	*72.50
Shennington, agent operator.....	*75.00

Station and Position.	Rate per Month.
Wyeville, agent operator.....	*\$ 95.00
First operator.....	*85.00
Second operator.....	*85.00
Yard, first operator.....	*85.00
Second operator.....	*85.00
Third operator.....	*85.00
Tower, first leverman.....	72.50
Second leverman.....	72.50
North Tomah, agent operator.....	*80.00
Tower, first leverman.....	67.50
Second leverman.....	67.50
Tunnel City, agent operator.....	*80.00
Operator	*72.50
McCoy, A. O. P.....	*85.00

MINNESOTA DIVISION.

Station and Position.	Rate Per Month.
Winona, Dispatcher, first operator.....	*\$ 95.00
Second operator.....	*95.00
Third operator.....	*95.00
Fourth operator.....	*95.00
Winona Shops Tower, first opr. lev.....	*80.00
Second operator leverman.....	*80.00
Third operator leverman.....	*80.00
Minnesota City, agent operator.....	*95.00
Stockton, agent operator.....	*77.50
First operator.....	*72.50
Second operator.....	*70.00
Lewiston, agent.....	90.00
First operator.....	*77.50
Second operator.....	*75.00
Third operator.....	*72.50
Utica, agent operator.....	*80.00
St. Charles, agent.....	95.00
First operator.....	*80.00
Second operator.....	*77.50
Third operator.....	*72.50
Dover, agent operator.....	*82.50
Eyota, agent	95.00
First operator.....	*82.50
Second operator.....	*80.00
Third operator.....	*75.00
Chatfield, agent	85.00
Operator	*75.00
Viola, A. N. T.....	65.00
Elgin, agent operator.....	*80.00
Plainview, agent.....	87.50
Operator	*77.50
Haverhill, agent operator.....	*70.00
Rochester, first operator.....	*87.50
Second operator.....	*85.00
Third operator.....	*85.00
Pine Island, agent operator.....	*77.50
Zumbrota, agent operator.....	*90.00
Byron, agent operator.....	*77.50
Operator	*72.50
Kasson, agent.....	95.00
First operator.....	*82.50
Second operator.....	*72.50
Dodge Center, agent operator.....	*95.00
First operator.....	*80.00
Second operator.....	*75.00
Third operator.....	*72.50
Claremont, agent operator.....	*82.50
Havana, agent operator.....	*70.00
Owatonna, agent	127.50
First operator.....	*90.00
Second operator.....	*85.00
Third operator.....	*85.00
Meriden, agent operator.....	*75.00
Waseca, first operator.....	*87.50
Second operator.....	*87.50
Third operator.....	*87.50

Station and Position.	Rate per Month.
Janesville, agent.....	\$ 90.00
First operator.....	*80.00
Second operator.....	*77.50
Third operator.....	*72.50
Smith's Mill, agent operator.....	*75.00
Eagle Lake, A. O. P.....	*85.00
First operator.....	*70.00
Second operator.....	*70.00
Burdette, agent operator.....	*75.00
First operator.....	*70.00
Second operator.....	*70.00
St. Peter, agent operator.....	*100.00
Traverse, agent operator.....	*72.50
Nicollet, agent operator.....	*80.00
Courtlund, agent operator.....	*72.50
Mankato, first operator.....	*92.50
Second operator.....	*90.00
Third operator.....	*87.50
Judson, A. O. P.....	*85.00
Operator.....	*70.00
Cambria, agent operator.....	*75.00
New Ulm, first operator.....	*90.00
Second operator.....	*85.00
Third operator.....	*85.00
Essig, agent operator.....	*75.00
Sleepy Eye, agent.....	87.50
First operator.....	*87.50
Second operator.....	*85.00
Third operator.....	*82.50
Evan, agent operator.....	*75.00
Morgan, agent operator.....	*80.00
Redwood Falls, agent.....	90.00
Operator.....	*77.50
Clement, A. N. T.....	65.00
Lucan, A. N. T.....	62.50
Amiret, A. N. T.....	70.00
Marshall, agent.....	95.00
First operator.....	*85.00
Second operator.....	*75.00
Third operator.....	*72.50
Ghent, agent operator.....	*72.50
Minneota, agent operator.....	*82.50
Operator.....	*75.00
Taunton, agent operator.....	*72.50
Porter, agent operator.....	*70.00
Canby, agent.....	80.00
First operator.....	*77.50
Second operator.....	*77.50
Third operator.....	*72.50
Burr, A. N. T.....	55.00
Altamont, A. N. T.....	67.50
Gary, agent operator.....	*82.50
Goodwin, agent operator.....	*77.50
Kranzburg, A. N. T.....	67.50
Watertown, first operator.....	*87.50
Second operator.....	*87.50
Cobden, agent operator.....	*72.50
Springfield, agent.....	92.50
First operator.....	*77.50
Second operator.....	*75.00
Third operator.....	*75.00
Sanborn, agent.....	92.50
First operator.....	87.50
Second operator.....	*82.50
Third operator.....	*80.00
Wanda, A. N. T.....	62.50
Wabasso, agent operator.....	*82.50
Seaforth, agent operator.....	*72.50
Vesta, agent operator.....	*82.50
Lamberton, agent.....	87.50
First operator.....	*75.00
Second operator.....	*75.00
Third operator.....	*72.50

Station and Position.	Rate per Month.
Revere, A. O. P.....	*\$ 85.00
Walnut Grove, agent operator.....	*85.00
First operator.....	*75.00
Second operator.....	*72.50
Tracy, first operator.....	*90.00
Second operator.....	*87.50
Third operator.....	*87.50
Fourth operator.....	*87.50

DAKOTA DIVISION.

Station and Position.	Rate Per Month.
Garvin, agent operator.....	*\$ 82.50
Balaton, agent operator.....	*82.50
First operator.....	*72.50
Second operator.....	*70.00
Tyler, agent operator.....	*90.00
First operator.....	*82.50
Second operator.....	*77.50
Arco, agent operator.....	*75.00
Ivanhoe, agent operator.....	*82.50
Hendricks, agent operator.....	*87.50
Astoria, agent operator.....	*77.50
Lake Benton, agent operator.....	*82.50
First operator.....	*77.50
Second operator.....	*75.00
Verdi, agent operator.....	*80.00
Elkton, agent operator.....	*87.50
First operator.....	*75.00
Second operator.....	*70.00
Aurora, agent operator.....	*82.50
Brookings, agent.....	87.50
First operator.....	*87.50
Second operator.....	*82.50
Third operator.....	*80.00
Sioux Valley Jct., first operator.....	*75.00
Second operator.....	*75.00
Bruce, agent operator.....	*85.00
Estelline, agent operator.....	*85.00
Dempster, A. N. T.....	62.50
Castlewood, agent operator.....	*85.00
Kampeska, agent operator.....	*75.00
Henry, agent operator.....	*85.00
Elrod, agent operator.....	*75.00
Clark, agent operator.....	*87.50
Operator.....	*75.00
Raymond, agent operator.....	*82.50
Doland, agent operator.....	*90.00
Operator.....	*75.00
Turton, agent operator.....	*77.50
Conde, agent operator.....	*80.00
Verdon, agent operator.....	*77.50
Ferney, agent operator.....	*75.00
Groton, agent operator.....	*87.50
Frankfort, agent operator.....	*82.50
Zell, agent operator.....	*77.50
Rockham, agent operator.....	*80.00
Miranda, agent operator.....	*77.50
Faulkton, agent operator.....	*87.50
Seneca, agent operator.....	*77.50
Lebanon, agent operator.....	*77.50
Gettysburg, agent operator.....	*87.50
Agar, agent operator.....	*75.00
Onida, agent operator.....	*77.50
Volga, agent operator.....	*85.00
Arlington, agent operator.....	*90.00
First operator.....	*77.50
Second operator.....	*72.50
Hetland, agent operator.....	*80.00
Lake Preston, agent operator.....	*87.50
Operator.....	*75.00

Station and Position.	Rate per Month.
De Smet, agent operator.....	*\$ 92.50
First operator.....	*77.50
Second operator.....	*72.50
Manchester, agent operator.....	*77.50
Iroquois, agent operator.....	*95.00
First operator.....	*85.00
Second operator.....	*82.50
Cavour, agent operator.....	*80.00
Operator.....	*75.00
Huron, Dispatcher, first operator.....	*97.50
Second operator.....	*97.50
Third operator.....	*97.50
Wolsey, agent operator.....	*82.50
Wessington, agent operator.....	*82.50
Vayland, agent operator.....	*72.50
St. Lawrence, agent operator.....	*77.50
Miller, agent operator.....	*82.50
Ree Heights, agent operator.....	*77.50
Highmore, agent operator.....	*85.00
First operator.....	*75.00
Second operator.....	*70.00
Holabird, A. N. T.....	62.50
Harrold, agent operator.....	*77.50
Blunt, agent operator.....	*82.50
Operator.....	*75.00
Canning, agent operator.....	*72.50
Alcester, A. O. P.....	*90.00
Beresford, agent operator.....	*87.50
Operator.....	*77.50
Centerville, agent.....	90.00
First operator.....	*85.00
Second operator.....	*75.00
Third operator.....	*75.00
Wakonda, agent operator.....	*82.50
Volin, agent operator.....	*72.50
Mission Hill, agent operator.....	*72.50
Yankton, operator.....	*90.00
Hurley, agent operator.....	*85.00
Hooker, agent operator.....	*72.50
Parker, agent operator.....	*90.00
Monroe, agent operator.....	*77.50
Canistota, agent operator.....	*82.50
Salem, agent.....	90.00
First operator.....	*85.00
Second operator.....	*80.00
Third operator.....	*77.50
Unityville, A. N. T.....	67.50
Canova, agent operator.....	*82.50
Vilas, agent operator.....	*77.50
Carthage, agent operator.....	*82.50
Esmond, agent operator.....	*77.50
Broadland, agent operator.....	*77.50
Hitchcock, agent operator.....	*87.50
Crandon, agent operator.....	*77.50
Redfield, first operator.....	*87.50
Second operator.....	*80.00
Third operator.....	*72.50
Atthol, agent operator.....	*75.00
Northville, agent operator.....	*77.50
Mansfield, agent operator.....	*77.50
Aberdeen, operator.....	*87.50
Ordway, agent operator.....	*77.50
Columbia, agent operator.....	*80.00
Houghton, A. O. P.....	*90.00
Hecla, agent operator.....	*82.50
Ludden, agent operator.....	*77.50
Oakes, agent.....	90.00
First operator.....	*80.00
Second operator.....	*77.50

GALENA DIVISION.		Rate per Month.
Station and Position.		
Chicago: Dispatcher, first operator.....	*\$ 97.50	
Second operator.....	*97.50	
Third operator.....	*97.50	
Kedzie Ave., agent.....	87.50	
Chicago Shops, operator.....	82.50	
No. 46th Ave., operator Sw.....	*75.00	
Willow Ave., operator Sw.....	*75.00	
Oak Park, agent.....	110.00	
River Forest, operator Sw.....	*75.00	
Maywood, agent.....	105.00	
McIrose Park, agent operator.....	*82.50	
Proviso, first operator.....	*82.50	
Second operator.....	*82.50	
Third operator.....	*82.50	
Elmhurst, agent.....	85.00	
Lombard, agent operator.....	*90.00	
Glen Ellyn, agent operator.....	*87.50	
Wheaton, agent.....	105.00	
Operator.....	*82.50	
Operator.....	77.50	
Winfield, A. N. T.....	70.00	
West Chicago, first operator.....	*92.50	
Second operator.....	*92.50	
Third operator.....	*92.50	
Wayne, agent operator Sw.....	*75.00	
South Elgin, agent operator.....	*72.50	
East Elgin, first operator.....	*85.00	
Second operator.....	*80.00	
Third operator.....	*80.00	
Dundee, agent.....	77.50	
Operator.....	*77.50	
Carpentersville, agent.....	85.00	
Operator.....	*80.00	
Algonquin, agent operator.....	*82.50	
Operator.....	*77.50	
Tower CS, operator Sw.....	*77.50	
Tower DG, operator Sw.....	*67.50	
Terre Cotta, agent operator.....	*72.50	
McHenry, agent operator.....	*77.50	
Operator.....	*75.00	
Ringwood, agent operator.....	*75.00	
Richmond, agent operator.....	*72.50	
Lake Geneva, agent.....	112.50	
Operator.....	*85.00	
Williams Bay, agent operator.....	*77.50	
Operator.....	*77.50	
West Elgin, operator.....	*90.00	
Gilberts, agent operator.....	*75.00	
Huntley, agent operator.....	*82.50	
Union, agent operator.....	*75.00	
Marengo, agent.....	82.50	
Operator.....	*80.00	
Garden Prairie, agent operator.....	*75.00	
Tower BJ, operator Sw.....	*72.50	
Belvidere, first operator.....	*90.00	
Second operator.....	*82.50	
Cherry Valley, agent operator.....	*75.00	
Tower CX, first L. G.....	70.00	
Second L. G.....	70.00	
Rockford, first operator.....	*90.00	
Second operator.....	*85.00	
Third operator.....	*80.00	
Winnebago, agent operator.....	*80.00	
Pecatonica, agent operator.....	*85.00	
Ridott, A. N. T.....	62.50	
Freepost, Passenger, operator.....	85.00	
Freight, operator.....	*77.50	
Geneva, first operator.....	*85.00	
Second operator.....	*82.50	
Third operator.....	*82.50	
St. Charles, agent operator.....	*80.00	
Batavia, agent.....	105.00	
Operator.....	*82.50	

SCHEDULES AND WAGE SCALES.

Station and Position.	Rate Per Month.
Aurora, operator.....	*\$ 80.00
La Fox, agent operator.....	*87.50
Elburn, agent operator.....	*87.50
Maple Park, agent operator.....	*75.00
Cortland, agent operator.....	*82.50
Tower YD, first operator leverman....	*90.00
Second operator leverman.....	*87.50
Third operator leverman.....	*87.50
Malta, agent operator.....	*85.00
Creston, agent operator.....	*82.50
Rochelle, agent.....	115.00
First operator.....	*82.50
Second operator.....	*82.50
Third operator.....	*80.00
Tower NX, first L. G.....	72.50
Second L. G.....	72.50
Flags, agent Ph.....	*72.50
Ashton, agent.....	85.00
Operator.....	*80.00
Franklin Grove, agent.....	82.50
Operator.....	*80.00
Nachusa, agent.....	80.00
Tower SA, first operator leverman....	*82.50
Second operator leverman.....	*82.50
Third operator leverman.....	*82.50
Dixon, operator.....	*95.00
Nelson, agent.....	100.00
Tower NY, first operator leverman....	*87.50
Second operator leverman.....	*87.50
Third operator leverman.....	*87.50
Nelson Yard, first operator.....	*85.00
Second operator.....	*85.00
Third operator.....	*85.00
Tower NJ, first Ph. L.....	*72.50
Second Ph. L.....	*72.50
Third Ph. L.....	*72.50
Tower QX, first leverman.....	70.00
Second leverman.....	70.00
Sterling, first operator.....	*95.00
Second operator.....	*85.00
Third operator.....	*85.00
Galt, agent operator.....	*80.00
Agnew, agent operator.....	*85.00
Round Grove, agent operator.....	*80.00
Morrison, agent.....	87.50
Operator.....	*80.00
Union Grove, agent operator.....	*80.00
Bluffs Tower, first operator leverman....	*82.50
Second operator leverman.....	*82.50
Third operator leverman.....	*82.50
Tower SF, first leverman.....	67.50
Second leverman.....	67.50
Tower AD, first O. L. G.....	*85.00
Second O. L. G.....	*82.50
Third O. L. G.....	*82.50
Fulton, agent.....	105.00
Tower FX, first L. G.....	72.50
Second L. G.....	72.50
North Yard, first operator.....	*82.50
Second operator.....	*82.50
Third operator.....	*82.50
Herbert, agent operator.....	*72.50
Henrietta, A. N. T.....	55.00
Sycamore, agent operator.....	*82.50
Operator.....	*80.00
Elva, agent operator.....	*70.00
McGirr, agent operator.....	*72.50
Tower BX, first leverman.....	70.00
Second leverman.....	70.00
Shabbona Grove, agent operator.....	*75.00
Rollo, agent operator.....	*70.00
Earlville, agent.....	80.00
Triumph, agent operator.....	*75.00
Troy Grove, agent operator.....	*75.00

Station and Position.	Rate Per Month.
Seatonville, operator.....	*\$ 70.00
Shaft No. 2, operator.....	*80.00

SOUTHERN ILLINOIS DIVISION.

Station and Position.	Rate Per Month.
Van Patten, agent operator.....	*\$ 80.00
First operator.....	*72.50
Second operator.....	*72.50
Hahneman, agent operator.....	*80.00
Normandy, agent operator.....	*80.00
Manlius, agent.....	90.00
First operator.....	*77.50
Second operator.....	*77.50
Third operator.....	*75.00
Buda, A. O. P.....	*85.00
First operator.....	*72.50
Second operator.....	*72.50
Buda Tower, Q, first leverman.....	67.50
Second leverman.....	67.50
Morse, agent operator.....	*80.00
Broadmoor, agent operator.....	*82.50
First operator.....	*75.00
Second operator.....	*75.00
Camp Grove, agent operator.....	*85.00
Speer, agent operator.....	*85.00
First operator.....	*72.50
Second operator.....	*72.50
Akron, agent operator.....	*80.00
Radnor, agent operator.....	*82.50
First operator.....	*75.00
Second operator.....	*75.00
Kickapoo, first operator leverman....	*80.00
Second operator leverman.....	*80.00
Third operator leverman.....	*80.00
Peoria Frt. Office, operator.....	90.00
So. Pekin, Dispatcher, first operator...	95.00
Second operator.....	95.00
Green Valley, agent Ph.....	*77.50
Allen, agent Ph.....	*80.00
Luther, A. P.....	82.50
Tower, first Ph. L.....	*80.00
Second Ph. L.....	*80.00
Third Ph. L.....	*80.00
Hubly, agent Ph.....	*80.00
Sweetwater, agent Ph.....	*80.00
Tower BX, first Ph. L.....	*80.00
Second Ph. L.....	*80.00
Third Ph. L.....	*80.00
Archer, agent Ph.....	*80.00
Ph.....	*75.00
Lick, agent Ph.....	*80.00
Ph.....	*75.00
Compro, agent operator.....	*85.00
Virden, agent Ph.....	*85.00
First Ph.....	*75.00
Second Ph.....	*75.00
Girard, agent Ph.....	*80.00
Benld, agent.....	97.50
First Ph.....	*80.00
Second Ph.....	*80.00
Third Ph.....	*75.00
Benld (ON), first leverman.....	77.50
Second leverman.....	70.00

EAST IOWA DIVISION.

Station and Position.	Rate per Month.
East Clinton Yd., operator.....	*\$92.50
Tower EC, first operator leverman....	*85.00
Second operator leverman.....	*85.00
Third operator leverman.....	*85.00

Station and Position.	Rate per Month.
Clinton, Drawbridge, first leverman..	\$ 77.50
Second leverman.....	77.50
Third leverman.....	77.50
Clinton, Passenger, first operator....	*87.50
Second operator.....	*85.00
Third operator.....	*85.00
Lyons, agent	110.00
Operator	*75.00
Bryant, agent operator.....	*72.50
Goose Lake, agent operator.....	*72.50
Charlotte, agent operator.....	*77.50
Delmar, agent operator.....	*82.50
Maquoketa, agent.....	105.00
Operator	*75.00
Baldwin, agent operator.....	*70.00
Onslow, A. O. P.....	*80.00
Center Jct., agent Ph.....	60.00
Anamosa, agent operator.....	*110.00
Operator	*75.00
Clinton, 5th St., first operator.....	*92.50
Second operator.....	*87.50
Third operator.....	*87.50
Comanche, agent operator.....	*82.50
Operator	*75.00
Low Moor, agent operator.....	*87.50
De Witt, agent operator.....	*110.00
First operator.....	*75.00
Second operator.....	*75.00
First leverman.....	72.50
Second leverman.....	72.50
Grand Mound, agent operator.....	*82.50
Calamus, agent operator.....	*82.50
Wheatland, agent operator.....	90.00
Tower GB, operator leverman.....	*77.50
Leverman	72.50
Lowden, agent operator.....	*82.50
First operator.....	*75.00
Second operator.....	*75.00
Clarence, agent operator.....	*92.50
Stanwood, agent operator.....	*97.50
First operator.....	*82.50
Second operator.....	*80.00
Tipton, agent operator.....	*110.00
Mechanicsville, agent operator.....	*92.50
Lisbon, agent operator.....	*90.00
Mt. Vernon, agent operator.....	*105.00
First operator.....	*77.50
Second operator.....	*75.00
Bertram, agent operator.....	*75.00
Otis, first operator leverman.....	*82.50
Second operator leverman.....	*82.50
Third operator leverman.....	*82.50
Cedar Rapids, first operator.....	*92.50
Second operator.....	*90.00
Beverly, first operator leverman.....	*82.50
Second operator leverman.....	*82.50
Third operator leverman.....	*82.50
Fairfax, agent Ph.....	*77.50
Norway, agent operator.....	*82.50
Watkins, agent Ph.....	*70.00
Blainstown, agent operator.....	*85.00
Operator	*75.00
Luzerne, agent operator.....	*77.50
Belle Plaine, Dispatcher, first operator	97.50
Second operator.....	105.00
Third operator.....	97.50
Fourth operator.....	97.50
Passenger, operator.....	*90.00
Yard, first operator.....	*85.00
Second operator.....	*85.00
Third operator.....	*85.00
Tower, East End Yard, first lev....	70.00
Second leverman.....	70.00
Third leverman.....	70.00

Station and Position.	Rate per Month.
West End Yard, first leverman.....	\$ 70.00
Second leverman.....	70.00
Third leverman.....	70.00
Chelsea, agent operator.....	*82.50
Tama, Passenger, first operator.....	*85.00
Second operator.....	*85.00
Third operator.....	*82.50
Yard, first operator.....	*85.00
Second operator.....	*82.50
Tower, first leverman.....	72.50
Second leverman.....	72.50
Montour, agent operator.....	*80.00
LeGrand, agent operator.....	*75.00
Marshalltown, first operator.....	*87.50
Second operator.....	*85.00
Third operator.....	*85.00
Tower, first leverman.....	72.50
Second leverman.....	72.50
LeMoyne, agent operator.....	*75.00
State Center, agent operator.....	*92.50
Operator	*75.00
Colo, agent operator.....	*82.50
Nevada, agent	110.00
First operator.....	*85.00
Second operator.....	*82.50
Ames, agent	125.00
First operator.....	*85.00
Second operator.....	*85.00
Third operator.....	*85.00
Tower, first leverman.....	67.50
Second leverman.....	67.50
Third leverman	67.50
Randall, agent operator.....	*72.50
Story City, agent operator.....	*87.50
Gilbert, agent operator.....	*80.00
Kelley, agent operator.....	*77.50
Sheldahl, agent operator.....	*75.00
Polk City, agent operator.....	*77.50
Crocker, agent operator.....	*75.00
Ankeney, agent operator.....	*80.00
Saylor, agent operator.....	*95.00
Operator	*77.50
Des Moines, first operator.....	*90.00
Second operator.....	*90.00
Third operator.....	*90.00
Ontario, agent Ph.....	*70.00

WEST IOWA DIVISION.

Station and Position.	Rate per Month.
Béone, Yard, first operator.....	*87.50
Second operator.....	*87.50
Third operator.....	*87.50
Dispatcher, operator.....	100.00
BU Tower, first leverman.....	67.50
Second leverman.....	67.50
Third leverman.....	67.50
8th St. Tower, first leverman.....	67.50
Second leverman.....	67.50
Third leverman	67.50
Ugden, agent.....	90.00
Tower, operator leverman.....	*80.00
Beaver, A. N. T.....	67.50
Grand Jct., agent.....	100.00
Tower, first operator leverman.....	*80.00
Second operator leverman.....	*80.00
Third operator leverman.....	*80.00
Jefferson, agent.....	100.00
Operator	*85.00
Scranton, agent operator.....	*87.50
Ralston, A. N. T.....	67.50
Glidden, agent operator.....	*87.50

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Carroll, first operator.....	*\$ 87.50	Hicks, agent operator.....	*\$ 82.50
Second operator.....	*87.50	Dike, agent operator.....	*90.00
Third operator.....	*87.50	Parkersburg, agent operator.....	*102.50
Halbur, agent operator.....	*72.50	First operator.....	*80.00
Manning, agent operator.....	*87.50	Second operator.....	*75.00
Gray, agent operator.....	*72.50	Kesley, agent operator.....	*77.50
Ross, A. N. T.....	65.00	Dumont, agent operator.....	*85.00
Audubon, agent operator.....	*90.00	Aredale, agent operator.....	*80.00
Botna, agent operator.....	70.00	Dougherty, A. O. P.....	*92.50
Irwin, agent operator.....	*72.50	Cartersville, agent operator.....	*75.00
Kirkman, agent operator.....	*72.50	Hanford, A. N. T.....	62.50
Harlan, agent operator.....	*95.00	Mason City Yard, first operator.....	*82.50
Maple River, A. O. L.....	*82.50	Second operator.....	*82.50
First operator leverman.....	*80.00	Hanlontown, agent operator.....	*82.50
Second operator leverman.....	*80.00	Joice, agent operator.....	*77.50
Arcadia, agent operator.....	*82.50	Lake Mills, agent operator.....	*92.50
West Side, agent operator.....	*82.50	Scarville, agent operator.....	*80.00
Vail, agent operator.....	*87.50	Kiester, agent operator.....	*80.00
Dennison, first operator.....	*80.00	Bricelyn, A. O. P.....	*100.00
Second operator.....	*80.00	Frost, agent operator.....	*80.00
Third operator.....	*77.50	Fairmont, agent.....	110.00
Arion, agent operator.....	62.50	First operator.....	*77.50
First operator leverman.....	*80.00	Second operator.....	*75.00
Second operator leverman.....	*80.00	Welcome, agent operator.....	*82.50
Third operator leverman.....	*80.00	Fox Lake, agent operator.....	*90.00
Dow City, agent operator.....	80.00	Triumph, agent operator.....	*85.00
Dunlap, agent.....	95.00	Odin, A. O. P.....	*85.00
First operator.....	*80.00	Butterfield, agent.....	100.00
Second operator.....	*77.50	First operator leverman.....	*85.00
Third operator.....	*77.50	Second operator leverman.....	*80.00
Woodbine, agent.....	80.00	Third operator leverman.....	*80.00
Operator.....	*77.50	Darfur, A. N. T.....	65.00
Logan, agent.....	95.00	Comfrey, agent operator.....	*90.00
Operator.....	*80.00		
Missouri Valley, first operator.....	*90.00		
Second operator.....	*90.00		
Third operator.....	*90.00		
Honey Creek, agent operator.....	*72.50		
Crescent, agent operator.....	72.50		
Council Bluffs, Yard, first operator.....	*87.50		
Second operator.....	*87.50		
Third operator.....	*87.50		
Broadway, first operator.....	*87.50		
Second operator.....	*90.00		
Third operator.....	*87.50		

IOWA AND MINNESOTA DIVISION.

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Consol, agent operator.....	*\$ 87.50	Toledo, agent operator.....	*\$102.50
Miami, operator.....	*82.50	Garwin, agent operator.....	*75.00
Buxton, agent.....	90.00	Gladbrook, agent operator.....	*90.00
Operator.....	*82.50	Beaman, agent operator.....	*77.50
Lakonta, agent operator.....	*90.00	Conrad, agent operator.....	*87.50
Arkel, operator.....	*77.50	Whitten, agent operator.....	*75.00
Stark, agent operator.....	*77.50	Eldora, agent operator.....	*95.00
Wright, agent operator.....	*80.00	Owasa, agent operator.....	*75.00
Tioga, agent operator.....	*77.50	Iowa Falls, agent Ph.....	*95.00
What Cheer, agent.....	92.50	Alden, agent operator.....	*75.00
Operator.....	*77.50	Gifford, agent operator.....	*100.00
Tilton, agent operator.....	*75.00	First operator.....	*75.00
Deep River, agent operator.....	*88.00	Second operator.....	*75.00
Guernsey, agent operator.....	*77.50	Lawn Hill, agent operator.....	*80.00
Carnforth, agent operator.....	*87.50	Hubbard, agent operator.....	*90.00
Hartwick, agent operator.....	*75.00	Radcliffe, agent operator.....	*87.50
Elberon, agent operator.....	*77.50	Ellsworth, agent operator.....	*80.00
Tower, first operator leverman.....	*77.50	Jewell, agent.....	95.00
Second operator leverman.....	*77.50	First operator.....	*87.50
Third operator leverman.....	*77.50	Second operator.....	*82.50
Clutter, agent operator.....	*85.00	Third operator.....	*82.50
Traer, agent operator.....	*97.50	Kamrar, agent operator.....	*75.00
Buckingham, A. O. P.....	*85.00	Webster City, first operator.....	*90.00
Voorhies, agent operator.....	*77.50	Second operator.....	*82.50
		Third operator.....	*80.00
		Woolstock, agent operator.....	*75.00
		Eagle Grove, Passenger, operator....	87.50
		Dispatcher, operator.....	95.00
		Goldfield, agent operator.....	*90.00
		Renwick, agent operator.....	*75.00
		Luverne, agent operator.....	*75.00
		Irvington, agent operator.....	*75.00
		Algona, agent.....	105.00
		Operator.....	*80.00
		Burt, agent.....	82.50
		Operator.....	*75.00

Station and Position.	Rate Per Month.
Lone Rock, agent Ph.....	*\$ 75.00
Fenton, agent operator.....	*80.00
Ringsted, agent operator.....	*77.50
Gridley, agent operator.....	*75.00
Dolliver, agent operator.....	*75.00
Ceylon, agent operator.....	*75.00
Bancroft, agent operator.....	*80.00
Ledyard, agent Ph.....	*80.00
Thor, agent operator.....	*77.50
Dakota City, agent operator.....	*92.50
Rutland, agent Ph.....	*75.00
Bradgate, agent operator.....	*75.00
Rolfe, agent operator.....	*85.00
Havelock, agent operator.....	*75.00
Laurens, agent.....	85.00
First operator.....	*72.50
Second operator.....	*72.50
Marathon, agent operator.....	*80.00
Sioux Rapids, agent.....	95.00
Operator.....	*75.00
Linn Grove, agent operator.....	*75.00
Peterson, agent operator.....	*85.00
Sutherland, agent operator.....	*87.50
Paullina, agent operator.....	*85.00
Granville, agent operator.....	*80.00
Alton, agent.....	92.50
First operator.....	*90.00
Second operator.....	*82.50
Third operator.....	*80.00
Orange City, agent operator.....	*85.00
Maurice, agent Ph.....	*75.00
Ireton, agent operator.....	*85.00
Hawarden, first operator.....	*87.50
Second operator.....	*82.50
Third operator.....	*82.50

SIOUX CITY DIVISION.

Station and Position.	Rate per Month.
Stanhope, agent operator.....	*\$75.00
Stratford, agent operator.....	*75.00
Dayton, agent operator.....	*80.00
Harcourt, agent operator.....	*77.50
Gowrie, agent operator.....	*82.50
Farnhamville, agent operator.....	*75.00
Lohrville, agent operator.....	*77.50
Lake City, agent.....	110.00
First operator.....	*75.00
Second operator.....	*72.50
Auburn, agent operator.....	*75.00
Carnavon, agent operator.....	*75.00
Operator.....	*72.50
Sacton, operator P.....	*87.50
Wall Lake, agent operator.....	*95.00
Herring, A. N. T.....	57.50
Boyer, agent operator.....	*75.00
Deloit, A. N. T.....	65.00
Kiron, agent operator.....	*75.00
Schleswig, agent operator.....	*80.00
Ricketts, agent operator.....	*72.50
Ute, agent operator.....	*77.50
Soldier, agent operator.....	*75.00
Moorhead, agent operator.....	*75.00
Pisgah, agent operator.....	*75.00
Odeboke, agent operator.....	*85.00
Arthur, agent operator.....	*75.00
Ida Grove, agent operator.....	*82.50
Operator.....	*82.50
Battle Creek, agent operator.....	*80.00
Danbury, agent operator.....	*80.00
Mapleton, agent operator.....	*87.50
Castana, agent operator.....	*75.00
Turin, agent operator.....	*77.50

Station and Position.	Rate per Month.
Breda, agent operator.....	*\$ 75.00
Lake View, agent operator.....	*80.00
Sac City, agent operator.....	*80.00
Operator.....	*77.50
Early, agent operator.....	*75.00
Schaller, agent operator.....	*75.00
Galva, agent operator.....	*75.00
Holstein, agent operator.....	*92.50
Operator.....	*75.00
Cushing, agent operator.....	*75.00
Correctionville, agent.....	90.00
Operator.....	*75.00
Pierson, agent operator.....	*75.00
Kingsley, agent operator.....	*87.50
Moville, agent operator.....	*80.00
Lawton, agent operator.....	*75.00
Bronson, agent operator.....	*75.00
Missouri Valley, Tower Z, 1st opr. Sw.	*82.50
Second operator Sw.....	*80.00
California Jct., agent operator.....	*80.00
First operator.....	*77.50
Second operator.....	*77.50
Modale, agent operator.....	*75.00
Mondamin, agent operator.....	*85.00
Operator.....	*75.00
River Sioux, agent operator.....	*75.00
Blencoe, agent operator.....	*77.50
Onawa, agent.....	110.00
First operator.....	*85.00
Second operator.....	*80.00
Third operator.....	*77.50
Whiting, agent operator.....	*80.00
Sloan, agent operator.....	*77.50
Operator.....	*72.50
Salix, agent operator.....	*75.00
Sargent's Bluff, agent operator.....	*87.50
Operator.....	*75.00
Sioux City, Dispatcher, first operator	95.00
Second operator.....	95.00
Merrill, A. O. P.....	*80.00
Brunsville, agent operator.....	*75.00
Craig, agent operator.....	*75.00

LINES WEST OF MISSOURI RIVER.

General Office, Omaha ("J").

Chief operator.....	\$132.50
Two operators at.....	108.75

EASTERN DIVISION.

Station and Position.	Rate per Month.
So. Omaha Exchange, operator.....	\$ 90.00
Yard, first operator.....	*92.50
Second operator.....	*85.00
Third operator.....	*85.00
Irvington, agent operator.....	*85.00
First operator.....	*82.50
Second operator.....	*80.00
Bennington, agent operator.....	*80.00
First operator.....	*80.00
Second operator.....	*80.00
Washington, agent operator.....	*82.50
Dale, operator.....	*80.00
Blair, agent.....	122.50
First operator.....	*85.00
Second operator.....	*82.50
Third operator.....	*82.50
Kennard, agent operator.....	*77.50

SCHEDULES AND WAGE SCALES.

Station and Position.	Rate Per Month.	Station and Position.	Rate per Month.
Arlington, agent.....	\$ 80.00	Snyder, agent operator.....	*\$ 75.00
First operator.....	*85.00	Dodge, agent operator.....	*75.00
Second operator.....	*85.00	Howells, agent operator.....	*75.00
Third operator.....	*85.00	Clarkson, agent operator.....	*75.00
Rawhide, operator.....	*77.50	Leigh, agent operator.....	*75.00
Fremont, East End, first operator....	*85.00	Creston, agent operator.....	*75.00
Second operator.....	*85.00	Humphrey, agent operator.....	*87.50
Third operator.....	*82.50	Cornlea, agent operator.....	*75.00
Dispatcher, operator.....	100.00	Lindsay, agent operator.....	*75.00
First operator.....	*100.00	Newman's Grove, agent operator.....	*75.00
Second operator.....	*100.00	Albion, agent operator.....	*87.50
Third operator.....	*100.00	Operator.....	*80.00
Cedar Bluffs, agent operator.....	*77.50	Loretto, agent operator.....	*75.00
Wahoo, agent operator.....	*92.50	Petersburg, agent operator.....	*75.00
Operator.....	*77.50	Elgin, agent operator.....	*75.00
Ceresco, agent operator.....	*77.50	Crowell, agent operator.....	*75.00
Davey, agent operator.....	*77.50	West Point, agent.....	77.50
Lincoln, first operator.....	*90.00	First operator.....	*77.50
Second operator.....	*87.50	Second operator.....	*75.00
Morse Bluff, agent operator.....	*75.00	Third operator.....	*75.00
Linwood, agent operator.....	*82.50	Beemer, agent operator.....	*77.50
First operator.....	*75.00	Wisner, agent operator.....	*75.00
Second operator.....	*75.00	First operator.....	*77.50
Able, agent operator.....	*75.00	Second operator.....	*75.00
Bruno, agent operator.....	*75.00	Pilger, agent operator.....	*77.50
Brainard, agent operator.....	*80.00	Stanton, agent operator.....	*77.50
Dwight, agent operator.....	*75.00	First operator.....	*77.50
Bee, agent operator.....	*75.00	Second operator.....	*75.00
Seward, agent operator.....	*105.00	So. Norfolk, Dispatcher, first operator	100.00
Goehner, agent operator.....	*75.00	Second operator.....	100.00
Beaver Crossing, agent operator.....	*75.00	Pierce, agent operator.....	*75.00
Cordova, agent operator.....	*75.00	Foster, agent operator.....	*72.50
Exeter, agent operator.....	*100.00	Plainview, agent operator.....	*82.50
Geneva, agent operator.....	*95.00	Creighton, agent operator.....	*75.00
Shickley, agent operator.....	*80.00	Verdigré, agent operator.....	*77.50
Davenport, agent operator.....	*80.00	Operator.....	*75.00
Oak, agent operator.....	*72.50	Niobrara, agent operator.....	*80.00
Nora, agent operator.....	*72.50	Verdel, agent operator.....	*75.00
Superior, operator.....	*87.50	Lynch, agent operator.....	*75.00
David City, agent operator.....	*95.00	Bristow, agent operator.....	*75.00
Millerton, agent operator.....	*75.00	Spencer, agent operator.....	*75.00
Surprise, agent operator.....	*75.00	Anoka, agent operator.....	*77.50
Gresham, agent operator.....	*75.00	Fairfax, agent operator.....	*75.00
York, agent.....	105.00	Bonesteel, agent operator.....	*82.50
Operator.....	*87.50	Operator.....	*80.00
Charleston, agent operator.....	*75.00	St. Charles, agent operator.....	*75.00
Henderson, agent operator.....	*75.00	Herrick, agent operator.....	*77.50
Stockham, agent operator.....	*75.00	Burke, agent operator.....	*75.00
Harvard, agent operator.....	*97.50	Gregory, agent.....	77.50
Inland, agent and operator.....	*72.50	Operator.....	*80.00
Hastings, operator.....	*95.00	Dallas, agent.....	80.00
Fremont, West End, first operator....	*75.00	Operator.....	*80.00
Second operator.....	*75.00	Colome, agent operator.....	*82.50
Third operator.....	*75.00	Operator.....	*80.00
Nickerson, agent operator.....	*77.50	Winner, agent.....	72.50
Hooper, A. O. P.....	*90.00	First operator.....	*85.00
First operator.....	*77.50	Second operator.....	*85.00
Second operator.....	*77.50	So. Norfolk, Yard, first operator.....	*82.50
Scribner, agent.....	92.50	Second operator.....	*82.50
First operator.....	*85.00	Third operator.....	*82.50
Second operator.....	*80.00	Battle Creek, agent operator.....	*77.50
Third operator.....	*80.00	Operator.....	*75.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Meadow Grove, agent operator.....	*\$ 77.50	Clinton, A. N. T.....	\$ 70.00
Tilden, agent operator.....	*77.50	Rushville, agent operator.....	*80.00
Operator	*77.50	First operator.....	*82.50
Oakdale, agent.....	90.00	Second operator.....	*82.50
First operator.....	*80.00	Hay Springs, agent operator.....	*80.00
Second operator.....	*80.00	First operator.....	*82.50
Third operator.....	*80.00	Second operator.....	*82.50
Neligh, agent	77.50	Chadron, Dispatcher, first operator..	100.00
First operator.....	*80.00	Second operator.....	100.00
Second operator.....	*80.00	Wayside, agent operator.....	*80.00
Third operator.....	*80.00	Oelrichs, agent operator.....	*80.00
Clearwater, agent operator.....	*75.00	Smithwick, A. O. P.....	*87.50
Operator	*77.50	Buffalo Gap, agent operator.....	*90.00
Ewing, agent operator.....	*75.00	Operator	*82.50
Operator	*77.50	Hot Springs, -agent.....	80.00
Stafford, agent operator.....	*82.50	Operator	*85.00
Inman, agent operator.....	*87.50	Fairburn, agent operator.....	*80.00
First operator.....	*80.00	Hermosa, agent operator.....	*80.00
Second operator.....	*80.00	Rapid City, agent.....	137.50
O'Neill, agent.....	92.50	First operator.....	*87.50
First operator.....	*82.50	Second operator.....	*85.00
Second operator.....	*80.00	Third operator.....	*82.50
Third operator.....	*80.00	Black Hawk, agent operator.....	*82.50
Emmet, agent operator.....	*75.00	Piedmont, agent operator.....	*82.50
Atkinson, agent operator.....	*75.00	Tilford, agent operator.....	*82.50
First operator.....	*80.00	Sturgis, agent	115.00
Second operator.....	*80.00	Operator	*90.00
Stuart, agent operator.....	*80.00	Whitewood, agent operator.....	*85.00
Operator	*77.50	First operator.....	*82.50
Newport, agent operator.....	*82.50	Second operator.....	*82.50
Operator	*80.00	Deadwood, Passenger, operator.....	*102.50
Bassett, agent operator.....	*75.00	Freight, operator.....	*87.50
First operator.....	*80.00	Lead, agent	135.00
Second operator.....	*80.00	St. Onge, agent operator.....	*80.00

BLACK HILLS DIVISION.

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Long Pine, agent.....	\$105.00	Belle Fourche, agent operator.....	*75.00
First operator.....	*92.50	Operator	*82.50
Second operator.....	*90.00	Fruitdale, agent operator.....	*80.00
Third operator.....	*90.00	Nisland, agent operator.....	*80.00
Ainsworth, agent	80.00	Newell, agent operator.....	*80.00
First operator.....	*82.50	Whitney, agent operator.....	*82.50
Second operator.....	*82.50	Crawford, agent.....	127.50
Third operator.....	*82.50	First operator.....	*92.50
Johnstown, agent operator.....	*82.50	Second operator.....	*90.00
Woodlake, agent operator.....	*85.00	Third operator.....	*90.00
Operator	*80.00	Fort Robinson, agent operator.....	*82.50
Valentine, agent.....	127.50	Harrison, agent operator.....	*80.00
First operator.....	*85.00	First operator.....	*80.00
Second operator.....	*85.00	Second operator.....	*80.00
Third operator.....	*85.00	Van Tassel, agent operator.....	*80.00
Crookston, agent operator.....	*85.00	Lusk, agent	80.00
Operator	*80.00	First operator.....	*82.50
Kilgore, agent operator.....	*80.00	Second operator.....	*82.50
Cody, agent.....	87.50	Third operator.....	*82.50
First operator.....	*82.50	Manville, agent operator.....	*80.00
Second operator.....	*82.50	Keeline, A. N. T.....	70.00
Third operator.....	*82.50	Lost Springs, agent operator.....	*80.00
Merriman, agent operator.....	*82.50	Orin Junction, agent	92.50
First operator.....	*80.00	First operator.....	*87.50
Second operator.....	*80.00	Second operator.....	*85.00
Gordon, agent	80.00	Third operator.....	*85.00
First operator.....	*82.50	Douglas, agent	135.00
Second operator.....	*82.50	First operator.....	*92.50
Third operator.....	*82.50	Second operator.....	*87.50
		Third operator.....	*87.50

Station and Position.	Rate per Month.	Rate Per Month	Pro Rata Rate Per Day, 26 Day Basis	Pro Rata Rates Per Hour	7 hr. Day	8 hr. Day	9 hr. Day	12 hr. Day
Careyhurst, agent operator.....	*\$ 80.00							
Glen Rock, agent operator.....	*82.50	85.00	3.27	.47	.41	.36	.27	
Operator	*87.50	87.50	3.36	.48	.42	.37	.28	
Parkerton, agent operator.....	*105.00	90.00	3.46	.49	.43	.38	.29	
Casper, operator.....	*92.50	92.50	3.55	.51	.44	.39	.30	
		95.00	3.65	.52	.46	.41	.30	
		97.50	3.75	.54	.47	.42	.31	
		100.00	3.84	.55	.48	.43	.32	

PIERRE, RAPID CITY & N. W. RAILWAY.

Station and Position.	Rate per Month.	Rate Per Month	Pro Rata Rate Per Day, 26 Day Basis	Pro Rata Rates Per Hour	7 hr. Day	8 hr. Day	9 hr. Day	12 hr. Day
Fort Pierre, agent operator.....	*\$87.50	101.25	3.89	.56	.49	.43	.32	
Capa, agent operator.....	*77.50	102.50	3.94	.56	.49	.44	.33	
Midland, agent operator.....	*87.50	103.75	3.99	.57	.50	.44	.33	
Powell, agent operator.....	*80.00	105.00	4.04	.58	.51	.45	.34	
Phillip, agent	87.50	106.25	4.09	.58	.51	.45	.34	
Operator	*80.00	107.50	4.13	.59	.52	.46	.34	
Cottonwood, agent operator.....	*77.50	108.75	4.18	.60	.52	.46	.35	
Quinn, A. O. P.....	*87.50	110.00	4.23	.60	.53	.47	.35	
Wall, agent operator.....	*77.50	112.50	4.32	.62	.54	.48	.36	
Wasta, A. O. P.....	*95.00	115.00	4.42	.63	.55	.49	.37	
Owanka, agent operator.....	*80.00	117.50	4.52	.65	.57	.50	.38	
Underwood, agent operator.....	*77.50	120.00	4.61	.66	.58	.51	.38	
		122.50	4.71	.67	.59	.52	.39	
		125.00	4.80	.69	.60	.53	.40	
		127.50	4.90	.70	.61	.54	.41	
		130.00	5.00	.71	.63	.56	.42	
		132.50	5.09	.73	.64	.57	.42	
		135.00	5.19	.74	.65	.58	.43	
		137.50	5.29	.76	.66	.59	.44	
		140.00	5.38	.77	.67	.60	.45	
		142.50	5.48	.78	.69	.61	.46	
		145.00	5.57	.80	.70	.62	.46	
		147.50	5.67	.81	.71	.63	.47	
		150.00	5.77	.82	.72	.64	.48	
		152.50	5.87	.84	.73	.65	.49	

WYOMING AND NORTH WESTERN RAILWAY.

Station and Position.	Rate per Month.	Rate Per Month	Pro Rata Rate Per Day, 26 Day Basis	Pro Rata Rates Per Hour	7 hr. Day	8 hr. Day	9 hr. Day	12 hr. Day
Bucknum, agent operator.....	*\$85.00							
Powder River, agent operator.....	*85.00							
Waltman, agent operator.....	*85.00							
Moneta, A. O. P.....	*92.50							
Shoshoni, agent operator.....	*95.00							
Riverton, agent	82.50							
First operator.....	*95.00							
Second operator.....	*87.50							
Arapahoe, agent operator.....	*85.00							
Hudson, agent operator.....	*102.50							
Operator	*92.50							
Lander, agent	135.00							
First operator.....	*95.00							
Second operator.....	*92.50							

The following table to be used in the computation of overtime when the pro rata rate is above the minimum of either 40 or 50 cents per hour, as the case may be; also in the computation of pro rata rates applicable to Sunday and holiday service:

Rate Per Month.	Pro-Rata Rate Per Day, 26 Day Basis	Pro-Rata Rates Per Hour	7 hr. Day	8 hr. Day	9 hr. Day	12 hr. Day
\$ 55.00	\$2.11	.30	.26	.23	.18	
57.50	2.21	.32	.28	.25	.18	
60.00	2.30	.33	.29	.26	.19	
62.50	2.40	.34	.30	.27	.20	
65.00	2.50	.36	.31	.28	.21	
67.50	2.59	.37	.32	.29	.22	
70.00	2.69	.38	.34	.30	.22	
72.50	2.79	.40	.35	.31	.23	
75.00	2.88	.41	.36	.32	.24	
77.50	2.98	.43	.37	.33	.25	
80.00	3.07	.44	.38	.34	.26	
82.50	3.17	.45	.40	.35	.26	

WM. WALLISER,
Asst. to the Gen. Mgrs.

WM. BENNETT,
Supt. of Telegraph.

E. J. THOMAS,
Gen. Chairman, O. R. T.

R. B. BOYINGTON,
Gen. Secretary, O. R. T.

Approved:

S. G. STRICKLAND,
Gen. Mgr., Lines East of Missouri River.

F. WALTERS,
Gen. Mgr., Lines West of Missouri River.

CHICAGO AND NORTH WESTERN RAILWAY COMPANY.

Chicago, January 1, 1918.

Gentlemen:

With reference to telegraphers' schedule rules effective January 1, 1918, and monthly rates of pay effective December 1, 1917:

To determine whether or not employees using railroad telephones as a part of their assigned duties occupy positions which should be included in the schedule, it is understood that they are to be included if the employee receives, transmits or delivers orders, blocks trains or reports the arrival or departure of trains for train sheet records.

When additional levermens' positions are created on the Wisconsin or Galena division or in the Passenger Terminal, Chicago, where all levermens' positions are now scheduled, such additional positions will be included in the schedule.

Any telegrapher will be allowed as much time to procure any meal, up to an hour, at usual meal times, as the requirements of the service will permit, irrespective of length of assigned day's work.

Levermen taking positions in which they require coaching or instruction to acquire knowledge of local conditions, if instructed by persons employed in other positions without additional expense to the company, will be paid during the instruction period at the rate of the position so filled.

Telegraphers will be required to wear full uniforms only at stations Chicago to Milwaukee, Chicago to Harvard, Chicago to West Chicago, and at such other exclusive passenger stations where the duty of the telegrapher does not require that he handle freight or do other work detrimental to uniforms. Such stations and positions in which full uniforms must be worn are as follows:

Neenah	New Ulm
Appleton Jct.	Sléepy Eye
Grand Rapids	Sanborn
Manitowoc	Brookings
Wausau	East Elgin
Rhineland	Lake Geneva
Oconto	Williams Bay
Marinette	Rochelle
Menominee	Dixon
Iron River	Sterling
Negaunee	Morrison
Evansville	Marshalltown
Waukesha	Eagle Grove
Eyota	

Where freight house labor, car repairers, station helpers, etc., are employed and on duty, telegraph and telephone operators who

are not station agents are not required, as a general rule, to care for car heaters; but this will not excuse them from performing this duty in case of emergency.

Present arrangements regarding complimentary annual passes according to length of service remain unchanged.

Under Article II, Section 6, and Article VIII, Section 2, it is understood that in no case will telegraphers be permitted to waive the one dollar (\$1.00) per day extra, when entitled to this extra compensation.

It is understood that Sunday work is work begun between midnight Saturday and midnight Sunday.

Example: If begun at 11:59 p. m., Saturday, it is Saturday work; if begun at 12 midnight, Saturday night, or any time to and including 11:59 p. m. Sunday, it is Sunday work.

(Signed) WM. WALLISER,
Asst. to the Gen. Mgrs.

(Signed) WM. BENNETT,
Supt. Telegraph.

Approved: \

(Signed) S. G. STRICKLAND,
General Manager, Lines East
of Missouri River.

(Signed) F. WALTERS,
General Manager, Lines West
of Missouri River.

(Signed) C. T. DIKE,
General Superintendent, P. R.
C. & N. W. Ry.

To Division Superintendents,
Division Accountants,
General and Local Chairmen, O. R. T.
Mr. C. H. Westbrook.

The Chicago, Rock Island & Pacific Railway Company

The Chicago, Rock Island & Gulf Railway Company

(EFFECTIVE AUGUST 1, 1917.)

ARTICLE I.

Classification.

(a) This agreement applies to employes occupying positions listed in wage scale contained herein, who will be considered telegraphers within the meaning of this agreement.

(b) No employe other than covered by this schedule and train dispatchers will be permitted to handle train orders at telegraph or telephone offices where an operator is employed, can be promptly located and is available, except in an emergency, in which case the telegrapher will be paid for the call.

ARTICLE II.

New Positions—Compensation.

(a) When additional telegraphic positions are created, the compensation will be fixed in conformity with positions of similar class on the division, provided for in this schedule.

Express or Telegraph Business—Adjustments of Salaries Account Change In.

(b) When the express business or the commercial telegraph business is removed from an office, or when the telegraph commission is discontinued on any position, causing a loss in compensation, the general

chairman will be notified and a prompt adjustment of salaries affected will be made.

ARTICLE III.

Hours of Service—Relay Offices.

(a) Eight (8) consecutive hours will constitute a day's work in all offices under the jurisdiction of the superintendent of telegraph, except on Sundays or holidays. Telegraphers in these offices required to work on Sunday or a holiday will be paid pro rata for all Sunday and holiday work. All Sunday or holiday work to be consecutive.

This rule to become effective November the first, nineteen hundred and seventeen (November 1st, 1917).

Seniority.

(b) Office seniority will rule in all offices under the jurisdiction of the superintendent of telegraph.

Promotion.

(c) Line of promotion in offices under the jurisdiction of the superintendent of telegraph will be as follows: To wire chief from night chief; to night chief from late night chief; from senior operator to late night chief; subject to qualification by an examination given by the superintendent of telegraph, or his authorized representative. Promotion of junior operators subject to qualifying for advancement.

Seniority Lists.

(d) All offices under the jurisdiction of the superintendent of telegraph shall maintain separate seniority lists without regard to any superintendent's operating division. Seniority lists of these offices will be prepared according to seniority and a copy furnished the general chairman. Seniority lists will be revised January 1st and July 1st of each year. Seniority will be effective only when vacancies occur or new positions are created. In reducing force, the junior telegrapher in relay service will be dispensed with.

Vacancies.

(e) Vacancies in offices under the jurisdiction of the superintendent of telegraph will be bulletined to all telegraphers in these offices on the first and fifteenth of each month, showing assignments made on last bulletin; with the names of the applicants for each position. Bulletin will show the assigned hours and salaries.

(f) Telegraphers on road divisions desiring positions in offices under jurisdiction of the superintendent of telegraph, may file application for the same with the superintendent of telegraph, and will be given preference in filling these positions provided they have the necessary qualifications. Seniority will not be interchangeable between road divisions and offices under the jurisdiction of the superintendent of telegraph. Road division men accepting positions in relay offices will retain only such seniority as they have earned on division from which promoted

prior to assignment. Telegraphers in relay offices accepting positions on road divisions will retain only such relay seniority as earned in relay service, prior to assignment. A transfer of less than thirty (30) days from road division to relay service or vice versa not to be counted.

Typewriters.

(g) Telegraphers in offices under the jurisdiction of the superintendent of telegraph will be furnished typewriters at the company's expense.

ARTICLE IV.

Promotion—Superintendents' Operating Divisions.

Telegraphers will be regarded in line of promotion, advancement depending upon faithful discharge of duty and capacity for increased responsibility; where these are sufficient, seniority will have the preference. Seniority rights will date from the last time of entering the service and will extend over each superintendent's division as a unit.

ARTICLE V.

Rights When Promotions Are Declined.

(a) In the event they decline to accept promotion, they will not forfeit their rights to it or any other position when a vacancy again occurs. In reducing the force, the junior telegrapher in the service will be dispensed with, subject to the provisions of Article IV.

Rights When Offices Are Closed.

(b) In the event of day positions being closed, the incumbent thereof may displace the junior regularly assigned day telegrapher on the division, who, in turn, may displace the junior regularly assigned telegrapher, provided his seniority entitles him to same. In the event of a reduction of force in any office, the junior telegrapher in that office will be relieved, except the agent be the junior man, in which event the next junior man is the one to be relieved.

Temporary Positions—Filling of.

(c) Where temporary positions are created or where extra work is required on account of leave of absence or otherwise for thirty (30) days or more, the position will be filled according to seniority, as per Article IV. When such work is no longer required, the employe performing the extra service may return to his regularly assigned position.

(d) When a position is abolished and reinstated within one (1) year, the last regularly assigned incumbent, if still in the service and applying for same as provided in Article VI, with advice that he is said "last regularly assigned incumbent," will be returned to the position without regard to seniority.

Temporary Rearrangement of Hours.

(e) In case a telegrapher is in an emergency taken from an office, requiring temporary rearrangement of remaining telegra-

phers' hours, the extended period of such rearrangement will be considered and paid as overtime for a period of not exceeding three (3) days.

ARTICLE VI.

Vacancies—Notices Of.

Notices of vacancies, bulletin to show salaries, will be mailed to all offices on superintendent's division where they occur, on the first and fifteenth of each month, and will be filled in accordance with Article IV within thirty (30) days. Bulletin will show assignments made on the last bulletin, with the names of the applicants for each position.

Telegraphers must file application within ten days of the date of the bulletin.

ARTICLE VII.

Transferred and Found Incapable.

Telegraphers transferred, who after a fair trial, are found incapable, will take their places on extra list, retaining their seniority.

ARTICLE VIII.

Seniority List, Superintendents' Operating Divisions.

(a) A seniority list on each superintendent's division will be prepared according to seniority, and a copy furnished the general chairman and each scheduled position. Seniority lists will be revised January 1st and July 1st of each year.

Seniority will be effective only when vacancies occur or new positions are created. Trading of positions will not be permitted.

Seniority—Retaining When Assigned to Other Service.

(b) Telegraphers assigned to other service not shown in this schedule, will retain their seniority as earned to that date, so long as they remain in continuous service of the company in train dispatching, telegraph or station service.

Transferring to Other Divisions.

(c) When it is mutually agreeable between the company and the individual, a telegrapher who has been four (4) or more years continuously in the service may transfer from one superintendent's division to another, retaining one-half ($\frac{1}{2}$) his seniority, with rights only to apply for positions as vacancies occur, or new positions are created, and will be furnished a letter showing seniority held prior to transfer. This to apply only to a telegrapher who is compelled to seek a different locality by reason of the illness of himself or a member of his family.

ARTICLE IX.

Discipline.

(a) Telegraphers will not be disciplined or discharged from the service without just cause and until after a fair and impartial investigation: if suspended pending investigation, they will be given a hearing within ten days, and, when practicable, the super-

intendent will be present. They will have the right of appeal to the superintendent, assistant general manager and general manager in the order named.

(b) When disciplined or discharged, if, after investigation, it is found they are not at fault, they will be reinstated and paid for time lost; such investigation to be held within ten days, if practicable, after request in writing by party disciplined.

(c) They may have the privilege of being represented by a co-employee at the investigation, if they so desire.

Grievances.

(d) Grievances will be taken up with the proper officials within thirty days; otherwise, redress in such cases will be waived.

ARTICLE X.

Service Letter.

When leaving the service for any cause, telegraphers who have been in service sixty days or more will be given a letter stating the time and character of service, and, if discharged, the cause therefor.

ARTICLE XI.

Hours of Service—Basis of Day's Work—Superintendents' Operating Divisions.

(a) Where but one telegrapher is employed, ten (10) consecutive hours, including meal hour, commencing between six-thirty (6:30) and eight-thirty (8:30) a. m. or p. m. will constitute a day's work.

(b) Where only two telegraphers are employed nine (9) consecutive hours, assigned to cover the service, will constitute a day's work. Where three or more telegraphers are employed, eight (8) consecutive hours will constitute a day's work, first trick to commence at or between seven (7) and eight (8) o'clock a. m.

(c) Where two exclusive levermen only are employed, twelve (12) consecutive hours will constitute a day's work.

(d) Eleven (11) consecutive hours, including one (1) hour for meal, will constitute a day's work for exclusive agents (agents not required to receive or transmit train orders or block trains).

(e) Telegraphers will not be required to do clerical or other work in offices or buildings apart from their regular trick.

ARTICLE XII.

Meal Hour.

(a) Telegraphers, except those working nine (9) consecutive hours or less, will be allowed one hour for meals between 11:30 a. m. and 2:00 p. m. and between 11:00 p. m. and 1:30 a. m. When necessary to curtail this time to less than forty-five minutes, one hour overtime will be allowed. When regular meal is missed, time will be allowed for lunch at the first opportunity. Telegraphers working nine consecutive hours or less will when practicable be given time to procure meals.

This provision does not apply to levermen.

(b) The hours of duty of telegraphers shall be fixed by the superintendent in accordance with these rules and the necessities of the service, and bulletined on standard form,

and shall provide regular meal hours at the customary hours, except where the hours of service are consecutive.

ARTICLE XIII.

Emergency Service and Pay.

Telegraphers performing duties at wrecks, washouts, slides, snow blockades or other similar emergency office, will receive a minimum of \$2.50 per day of eight (8) hours or less, and overtime at regular overtime rates, and actual expenses while away from home. Time to be computed from time they start until they return, except for such time as they may be relieved from duty.

ARTICLE XIV.

Sunday Service.

So far as possible telegraphers will be excused from duty on Sundays and holidays.

Telegraphers required to perform any service on Sunday will be paid pro rata for such service.

ARTICLE XV.

Overtime.

(a) When kept on duty after regular hours, telegraphers, except those employed in offices under the jurisdiction of the superintendent of telegraph, shall receive overtime pro rata but not less than forty (40) cents per hour, or when called to the office for any purpose before or after hours by proper authority, shall be paid seventy-five (75) cents for each call, and if kept on duty longer than one hour shall receive overtime pro rata but not less than forty (40) cents per hour after the first hour.

(b) Telegraphers employed in offices under the jurisdiction of the superintendent of telegraph shall receive overtime pro rata but not less than fifty (50) cents per hour; or, when called to the office before or after regular hours, for any purpose, shall receive seventy-five (75) cents for each call, and if kept on duty longer than one hour shall receive overtime pro rata, but not less than fifty (50) cents per hour after the first hour.

ARTICLE XVI.

Computing Overtime.

(a) In computing overtime, less than thirty (30) minutes will not be counted; thirty (30) minutes and less than sixty (60) minutes will be counted one hour.

(b) Overtime will not be allowed unless overtime tickets are forwarded to the superintendent within forty-eight (48) hours from the time the service is performed. If not allowed, reason will be given.

ARTICLE XVII.

Attending Court.

When attending court or otherwise absenting themselves on other business for the company, they will be allowed full time at their regular rate of pay, their necessary expenses and any express or commercial telegraph commissions lost during such service.

ARTICLE XVIII.

Switch and Interlocking Semaphore Lights.

(a) Telegraphers required to attend switch lights shall receive four dollars (\$4.00) per

month for not to exceed four (4) lights; for each additional light, fifty (50) cents per month.

(b) Telegraphers required to attend eight (8) or less interlocking semaphore lights shall receive four (\$4.00) dollars per month and fifty (50) cents for each additional light.

ARTICLE XIX.

Pumps—Pay for Operating.

Where telegraphers are required to operate pumps, the following extra compensation per month will be allowed:

Steam pumps.....	\$12.50
Gasoline or oil.....	10.00
Electric	7.50
Windmills (water stations).....	5.00

ARTICLE XX.

Extra or Relief Work.

(a) Extra men shall receive the same salary as the men they relieve. This does not apply to regularly appointed relief men.

(b) Extra men will be assigned in turn according to seniority (not to apply to vacancies of less than seven [7] days in relay offices when would necessitate moving men from one office to another), but will not be allowed to displace other extra men on an unfinished assignment.

(c) Extra or relief telegraphers will be allowed regular overtime rate while dead-heading on company business, with the understanding they will not receive, for such deadheading, an amount to exceed one day's pay of the telegrapher relieved, for each twenty-four hours or fraction thereof en route. (Not applicable to division relief agents receiving stated monthly salaries as such).

Temporary Assignments.

(d) Regularly assigned telegraphers temporarily assigned to non-telegraphic or other non-scheduled positions, shall receive not less than their regular rate of pay.

Leave of Absence.

(e) Leave of absence will not be granted for more than ninety (90) days, except in cases of sickness, injury, or to employees serving on committee business. In such cases, where leave is for ninety days or more, positions will be bulletined and filled in accordance with Article IV.

Relief Work.

(f) Regularly assigned telegraphers will not be required to perform relief work except in cases of emergency, and, when required to perform relief work, and in consequence thereof, suffer a reduction in their regular compensation, shall be paid an amount sufficient to reimburse them for such loss, and in all cases they will be allowed one dollar (\$1.00) per day for expenses while away from their regular assigned stations.

Pay When Not Transferred Promptly.

(g) Telegraphers regularly assigned on bulletin will be paid one dollar (\$1.00) per day after expiration of thirty (30) days if transfer is not made within thirty (30) days from date of assignment.

Checking in After Leave of Absence.

(h) Telegraphers desiring to be checked in after leave of absence will give the superintendent at least five (5) days' advance notice and if check is delayed thereafter, will receive pay for such additional time as they are held out of the service. This not to apply to a telegrapher granted leave of absence for a definite period who desires to return before the expiration of such leave.

ARTICLE XXI.**Transfer.**

Telegraphers transferred by the company, or to accept bulletined positions, will be furnished free transportation for themselves, family and household goods and will be allowed regular pay while in transit and making such transfer; rate of pay to be based on position leaving.

ARTICLE XXII.**Cleaning Batteries and Buildings.**

(a) Telegraphers will not be required to clean main or local batteries at stations where main batteries are located, but will be required to care for same until lineman arrives, in way of drawing off solution when too strong and to supply cells with water and vitriol when needed.

At other stations telegraphers will not be required to clean local batteries where more than ten cells are used.

(b) Telegraphers will not be required to scrub floors, wash windows or clean out-buildings, but shall see that their stations are kept neat and clean.

(c) At any office where the United States mail is alleged to be excessive or for any other reason a telegrapher considers himself overworked and complaint is made to proper officer, a prompt investigation will be held at that station at which he may have the general or local chairman present, and, if the complaint is well founded, relief will be granted.

ARTICLE XXIII.**Holidays.**

Recognized holidays under this agreement are New Years, Decoration Day, July 4th, Labor Day, Thanksgiving and Christmas.

ARTICLE XXIV.**Vacations.**

Telegraphers serving continuously two (2) years or more as such, who are required to work ten (10) or more hours and whose bulletined hours include Sunday service, will be granted seven (7) days' vacation annually with full pay as per scheduled rate covering position occupied; and if such vacation is not granted will receive in lieu thereof one-half (1-2) such pay for seven (7) days.

ARTICLE XXV.**Rulings on Schedule.**

When a ruling is made by any officer of the company affecting the interpretation of any article in this schedule, the general chairman will be furnished a copy of such ruling and granted a hearing if desired. Each telegrapher will be furnished a copy of this schedule by the company.

RATES OF PAY FOR WORKING DAY MONTH.**Offices Under Jurisdiction of Superintendent of Telegraph.**

Station and Position.	Rate per Month.
Chicago, manager wire chief.....	\$145.00
Night chief.....	125.00
Late night chief.....	120.00
One telegrapher at.....	110.00
Four telegraphers at.....	106.00
Eight telegraphers at.....	105.00
Other telegraphers.....	102.50
Davenport, manager wire chief.....	132.50
Night chief.....	117.50
Late night chief.....	112.50
One telegrapher at.....	100.00
Des Moines, manager wire chief.....	130.00
Night chief.....	117.50
Late night chief.....	112.50
One telegrapher at.....	105.00
Four telegraphers at.....	102.50
Two telegraphers at.....	100.00
Other telegraphers.....	97.50
Cedar Rapids, manager wire chief.....	125.00
Night chief.....	110.00
Late night chief.....	107.50
One telegrapher at.....	100.00
Other telegraphers.....	97.50
Trenton, manager wire chief.....	127.50
Night chief.....	112.50
Late night chief.....	107.50
Five telegraphers at.....	100.00
Other telegraphers.....	97.50
Fairbury, manager wire chief.....	127.50
Night chief.....	112.50
Late night chief.....	107.50
Two telegraphers at.....	100.00
Other telegraphers.....	97.50
Goodland, manager wire chief.....	127.50
Night chief.....	112.50
Late night chief.....	107.50
Two telegraphers at.....	100.00
Other telegraphers.....	97.50
Kansas City, manager wire chief.....	120.00
Night chief.....	107.50
Late night chief.....	102.50
One telegrapher at.....	100.00
Herington, manager wire chief.....	127.50
Night chief.....	112.50
Late night chief.....	107.50
Seven telegraphers at.....	100.00
Other telegraphers.....	97.50
El Reno, manager wire chief.....	135.00
Night chief.....	120.00
Late night chief.....	115.00
One telegrapher at.....	107.50
Four telegraphers at.....	105.00
Three telegraphers at.....	102.50
Other telegraphers.....	100.00
One telephoner.....	70.00
Halleyville, manager wire chief.....	125.00
Night chief.....	110.00
Late night chief.....	107.50
One telegrapher at.....	100.00
Other telegraphers.....	97.50
Little Rock, manager wire chief.....	130.00
Night chief.....	115.00
Late night chief.....	110.00
Three telegraphers at.....	105.00
Other telegraphers.....	102.50

C. R. I. & G.

Fort Worth, manager wire chief.....	\$130.00
Night chief.....	115.00
One telegrapher at.....	105.00

SCHEDULES AND WAGE SCALES.

OFFICES UNDER JURISDICTION OF
SUPERINTENDENT.

FIRST DISTRICT.

Chicago Terminal Division.

Station and Position.	Rate per Month.
*Indicates joint salary.	
Polk Street Tower, first Tel.-Lev.....	\$56.25
First telegrapher-leverman.....	\$56.25
First telegrapher-leverman.....	\$53.25
Second telegrapher-leverman.....	\$56.25
Second telegrapher-leverman.....	\$53.25
Third telegrapher-leverman.....	\$53.25
45th Street Tower, first Tel.-Lev.....	95.00
Second telegrapher-leverman.....	95.00
Third telegrapher-leverman.....	95.00
61st Street Tower, first Tel.-Lev.....	90.00
Second telegrapher-leverman.....	90.00
Third telegrapher-leverman.....	90.00
63rd Street Tower, first Tel.-Lev.....	97.50
First telegrapher-leverman.....	92.50
Second telegrapher-leverman.....	97.50
Third telegrapher-leverman.....	97.50
Gresham Tower, first Tel.-Lev.....	95.00
Second telegrapher-leverman.....	95.00
Third telegrapher-leverman.....	95.00
Washington Hgts. Tower, 1st Tel.-Lev.....	80.00
Second telegrapher-leverman.....	*40.00
Beverly Hills Tower, first Tel.-Lev.....	77.50
Second telegrapher-leverman.....	77.50
Union Stock Yards, first Tel.-Lev.....	97.50
Auburn Park, first Tel.-Lev.....	85.00
Gresham Freight, agent.....	81.50
Morgan Park, agent.....	85.00
Washington Heights, first Tel.-Lev.....	82.50
Blue Island, agent.....	115.00
First telegrapher-leverman.....	95.00
Second telegrapher-leverman.....	90.00
Third telegrapher-leverman.....	87.50

Illinois Division.

Midlothian, agent.....	\$ 65.00
Oak Forest, agent and telegrapher.....	77.50
Tinley Park, agent and telegrapher.....	80.00
Mokena, agent and telegrapher.....	77.50
New Lenox, agent and telegrapher.....	77.50
MC Tower, Joliet, first Tel.-Lev.....	80.00
Second telegrapher-leverman.....	80.00
Third telegrapher-leverman.....	80.00
UD Tower, Joliet, first Tel.-Lev.....	90.00
Second telegrapher-leverman.....	90.00
Third telegrapher-leverman.....	90.00
Rockdale, first telegrapher-leverman.....	87.50
Second telegrapher-leverman.....	87.50
Third telegrapher-leverman.....	82.50
Minooka, agent and telegrapher.....	80.00
†Morris, agent.....	115.00
First telegrapher-leverman.....	95.00
Second telegrapher-leverman.....	87.50
Third telegrapher-leverman.....	85.00
Stockdale, agent and telegrapher.....	77.50
Seneca, agent.....	100.00
First telegrapher-leverman.....	80.00
Marseilles, agent.....	110.00
First telegrapher-leverman.....	87.50
Ottawa, agent.....	120.00
First telegrapher-leverman.....	95.00
Second telegrapher-leverman.....	87.50
Third telegrapher-leverman.....	85.00
Ottawa Tower, first teleg.-leverman.....	72.50
Second telegrapher-leverman.....	72.50
Third telegrapher-leverman.....	72.50
Utica, agent.....	100.00
First telegrapher-leverman.....	85.00

(†Morris—First telegrapher sells tickets. If this ticket work is taken off, salary to be adjusted accordingly.)

Station and Position. Rate per Month.

La Salle, agent.....	\$120.00
First telegrapher-leverman.....	95.00
Second telegrapher-leverman.....	87.50
Third telegrapher-leverman.....	85.00
Peru, agent and telegrapher.....	85.00
Spring Valley, agent and telegrapher.....	102.50
First telegrapher-leverman.....	77.50
Depue, agent.....	85.00
First telegrapher-leverman.....	77.50
Second telegrapher-leverman.....	77.50
Third telegrapher-leverman.....	77.50
Bureau, agent.....	95.00
First telegrapher-leverman.....	90.00
Second telegrapher-leverman.....	87.50
Third telegrapher-leverman.....	85.00
Tiskilwa, agent and telegrapher.....	82.50
Second telegrapher-leverman.....	77.50
Wyanet, agent and telegrapher.....	77.50
Sheffield, agent.....	85.00
First telegrapher-leverman.....	80.00
Second telegrapher-leverman.....	77.50
Third telegrapher-leverman.....	77.50
Mineral, agent and telegrapher.....	80.00
Annawan, agent and telegrapher.....	80.00
Atkinson, agent and telegrapher.....	80.00
Geneseo, agent.....	105.00
First telegrapher-leverman.....	85.00
Second telegrapher-leverman.....	80.00
Third telegrapher-leverman.....	80.00
Green River, agent and telegrapher.....	77.50
Colona, agent and telegrapher.....	77.50
Colona Tower, first Tel.-Lev.....	70.00
Second telegrapher-leverman.....	70.00
Carbon Cliff, agent and telegrapher.....	77.50
Silvis Shops, first Tel.-Lev.....	90.00
Silvis Yards, first Tel.-Lev.....	90.00
Second telegrapher-leverman.....	90.00
Third telegrapher-leverman.....	90.00
Silvis Yard, West End, first Tel.-Lev.....	70.50
Second telegrapher-leverman.....	70.50
Third telegrapher-leverman.....	70.50
Silvis Station, agent.....	80.00
East Moline, agent.....	77.50
Rock Island, first dispatcher.....	95.00
Second dispatcher.....	95.00
Third dispatcher.....	95.00
First telegrapher-leverman.....	95.00
Second telegrapher-leverman.....	90.00
Rock Island (20th St.), first Tel.-Lev.....	82.50
Rock Island (5th St.), first Tel.-Lev.....	77.50
Second telegrapher-leverman.....	77.50
Missouri Division Junction—	
First telegrapher-leverman.....	77.50
Second telegrapher-leverman.....	77.50
Third telegrapher-leverman.....	77.50
West Davenport, first Tel.-Lev.....	77.50
Second telegrapher-leverman.....	77.50
Third telegrapher-leverman.....	77.50

Peoria Main Line.

Alta, agent and telegrapher.....	\$ 72.50
Dunlap, agent and telegrapher.....	72.50
Princeville, agent and telegrapher.....	80.00
Stark, agent and telegrapher.....	72.50
Wyoming, agent and telegrapher.....	80.00
Toulon, agent and telegrapher.....	80.00
La Fayette, agent and telegrapher.....	77.50
Galva, agent.....	95.00
First telegrapher-leverman.....	77.50
Bishop Hill, agent and telegrapher.....	72.50
Ulah, agent and telegrapher.....	72.50
Cambridge, agent and telegrapher.....	95.00
Osco, agent and telegrapher.....	75.00
Orion, agent and telegrapher.....	77.50
Coal Valley, agent and telegrapher.....	75.00

Station and Position.	Rate per Month.
Milan, agent and telegrapher.....	\$ 82.50
Second telegrapher-leverman.....	75.00

Cable and Sherrard Branches.

Cable, agent and telegrapher.....	\$ 65.00
Preemption, agent and telegrapher.....	72.50
Sherrard, agent and telegrapher.....	82.50
Reynolds, agent and telegrapher.....	77.50
Taylor Ridge, agent and telegrapher.....	72.50

Bureau Branch.

Putnam, agent and telegrapher.....	\$ 77.50
Henry, agent and telegrapher.....	95.00
Sparland, agent and telegrapher.....	77.50
Chillicothe, agent.....	80.00
First telegrapher-leverman.....	80.00
Second telegrapher-leverman.....	77.50
Third telegrapher-leverman.....	77.50
Rome, agent.....	45.00
Mossville, agent and telegrapher.....	77.50
Peoria Yard, first Tel.-Lev.....	87.50
Second telegrapher-leverman.....	87.50
Third telegrapher-leverman.....	87.50
Peoria Ticket, agent and telegrapher.....	95.00
Second telegrapher-leverman.....	90.00
Peoria City Ticket, first Tel.-Lev.....	87.50
Peoria Tower, first Tel.-Lev.....	80.00
Second telegrapher-leverman.....	75.00

IOWA DIVISION.

Walcott, agent and telegrapher.....	\$ 82.50
Stockton, agent and telegrapher.....	77.50
Durant, agent and telegrapher.....	80.00
Wilton, agent and telegrapher.....	80.00
Second telegrapher-leverman.....	77.50
Moscow, agent and telegrapher.....	77.50
Atalissa, agent and telegrapher.....	80.00
*West Liberty, agent.....	127.50
First telegrapher-leverman.....	87.50
Second telegrapher-leverman.....	87.50
Third telegrapher-leverman.....	87.50
Downey, agent and telegrapher.....	77.50
Iowa City (I. D.), first Tel.-Lev.....	85.00
Second telegrapher-leverman.....	85.00
Third telegrapher-leverman.....	85.00
Iowa City (C. R. D.), first Tel.-Lev.....	82.50
Tiffin, agent and telegrapher.....	77.50
Oxford, agent and telegrapher.....	77.50
Homestead agent.....	77.50
First telegrapher-leverman.....	77.50
Second telegrapher-leverman.....	77.50
Marengo, agent.....	100.00
First telegrapher-leverman.....	80.00
Second telegrapher-leverman.....	80.00
Third telegrapher-leverman.....	80.00
Ladora, agent and telegrapher.....	80.00
Victor, agent and telegrapher.....	80.00
Second telegrapher-leverman.....	77.50
Carnforth Tower, first Tel.-Lev.....	65.00
Second telegrapher-leverman.....	65.00
Brooklyn, agent.....	77.50
First telegrapher-leverman.....	85.00
Second telegrapher-leverman.....	85.00
Third telegrapher-leverman.....	85.00
Malcolm, agent and telegrapher.....	80.00
Grinnell, agent.....	110.00
First telegrapher-leverman.....	82.50
Second telegrapher-leverman.....	82.50
Third telegrapher-leverman.....	82.50
Turner, agent and telegrapher.....	77.50
Kellogg, agent and telegrapher.....	80.00
Second telegrapher-leverman.....	77.50

(*West Liberty—When agent acts as yardmaster, salary will be \$127.50 per month.)

Station and Position.	Rate per Month.
Newton, agent.....	\$110.00
First telegrapher-leverman.....	85.00
Second telegrapher-leverman.....	82.50
Third telegrapher-leverman.....	82.50
Metz, agent and telegrapher.....	77.50
Colfax, agent.....	82.50
First telegrapher-leverman.....	82.50
Second telegrapher-leverman.....	80.00
Third telegrapher-leverman.....	80.00
Mitchellville, agent and telegrapher.....	82.50
†Altoona, agent and telegrapher.....	80.00
Second telegrapher-leverman.....	80.00
Third telegrapher-leverman.....	80.00
Short Line Jct., first Tel.-Lev.....	77.50
Second telegrapher-leverman.....	77.50
Third telegrapher-leverman.....	77.50
Valley Junction, agent.....	82.50
First telegrapher-leverman.....	80.00
Second telegrapher-leverman.....	80.00
Third telegrapher-leverman.....	80.00
Valley Junction Yard, first Tel.-Lev.....	87.50
Second telegrapher-leverman.....	87.50
Third telegrapher-leverman.....	87.50
Commerce, agent and telegrapher.....	77.50
Booneville, agent and telegrapher.....	80.00
Van Meter, agent and telegrapher.....	80.00
Second telegrapher-leverman.....	77.50
Third telegrapher-leverman.....	77.50
De Soto, agent and telegrapher.....	80.00
Earlham, agent and telegrapher.....	82.50
Second telegrapher-leverman.....	80.00
Dexter, agent and telegrapher.....	80.00
Stuart, agent.....	77.50
First telegrapher-leverman.....	82.50
Second telegrapher-leverman.....	82.50
Third telegrapher-leverman.....	80.00
Menlo, agent and telegrapher.....	80.00
Second telegrapher-leverman.....	77.50
Casey, agent and telegrapher.....	80.00
Second telegrapher-leverman.....	77.50
Adair, agent and telegrapher.....	80.00
Second telegrapher-leverman.....	77.50
Third telegrapher-leverman.....	77.50
Anita, agent and telegrapher.....	77.50
Second telegrapher-leverman.....	77.50
Wiota, agent and telegrapher.....	82.50
Atlantic, agent.....	105.00
First telegrapher-leverman.....	87.50
Second telegrapher-leverman.....	87.50
Third telegrapher-leverman.....	85.00
Marne, agent and telegrapher.....	80.00
Walnut, agent and telegrapher.....	82.50
Second telegrapher-leverman.....	80.00
Avoca, agent.....	82.50
First telegrapher-leverman.....	82.50
Second telegrapher-leverman.....	80.00
Third telegrapher-leverman.....	80.00
Shelby, agent and telegrapher.....	82.50
Minden, agent and telegrapher.....	82.50
Neola, agent and telegrapher.....	85.00
Second telegrapher-leverman.....	77.50
Neola Tower, first Tel.-Lev.....	67.50
Second telegrapher-leverman.....	67.50
Underwood, agent and telegrapher.....	80.00
Weston, agent and telegrapher.....	77.50
Council Bluffs (Ticket), first Tel.-Lev.....	90.00
Second telegrapher-leverman.....	90.00
Third telegrapher-leverman.....	90.00
Council Bluffs (Yard), first Tel.-Lev.....	90.00

(†Altoona—When agent-telegrapher or telegraphers required to handle levers, the salaries will be \$5.00 per month more than rates shown above.)

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Omaha Commercial, first Tel.-Lev.....	\$ 90.00	Floris, agent and telegrapher.....	\$ 77.50
South Omaha, first Tel.-Lev.....	85.00	*Belknap, agent and telegrapher.....	82.50
Albright, agent and telegrapher.....	90.00	Second telegrapher-leverman.....	77.50
Second telegrapher-leverman.....	82.50	Third telegrapher-leverman.....	77.50
Third telegrapher-leverman.....	82.50	Drakesville, agent and telegrapher....	80.00
Monroe Branch.		Paris, agent and telegrapher.....	77.50
Reasnor, agent and telegrapher.....	\$ 72.50	Second telegrapher-leverman.....	77.50
Guthrie Center Branch.		Unionville, agent and telegrapher.....	77.50
Glendon, agent and telegrapher.....	\$ 72.50	Udell, agent and telegrapher.....	80.00
Monteith, agent and telegrapher.....	72.50	Second telegrapher-leverman.....	77.50
Guthrie Center, agent.....	75.00	Third telegrapher-leverman.....	77.50
First telegrapher-leverman.....	75.00	Centerville, agent.....	105.00
Audubon Branch.		First telegrapher-leverman.....	87.50
Lorah, agent and telegrapher.....	\$ 72.50	Second telegrapher-leverman.....	82.50
Brayton, agent and telegrapher.....	72.50	Third telegrapher-leverman.....	80.00
Exira, agent and telegrapher.....	75.00	Centerville Tower, first Tel.-Lev....	67.50
Hamlin, agent and telegrapher.....	72.50	Second telegrapher-leverman.....	67.50
Audubon, agent.....	85.00	Numa, agent and telegrapher.....	85.00
First telegrapher-leverman.....	75.00	Seymour, agent.....	95.00
Griswold Branch.		First telegrapher-leverman.....	80.00
Lewis, agent and telegrapher.....	\$ 77.50	Second telegrapher-leverman.....	77.50
Harlan Branch.		Third telegrapher-leverman.....	77.50
Harlan, agent and telegrapher.....	\$ 90.00	Clio, agent and telegrapher.....	77.50
Carson Branch.		Second telegrapher-leverman.....	77.50
Hancock, agent and telegrapher.....	\$ 72.50	Lineville, agent.....	80.00
Oakland, agent and telegrapher.....	77.50	Second telegrapher-leverman.....	77.50
Carson, agent and telegrapher.....	77.50	Third telegrapher-leverman.....	77.50
MISSOURI DIVISION.		Mercer, agent and telegrapher.....	80.00
Nahant, first telegrapher-leverman....	\$ 82.50	Second telegrapher-leverman.....	77.50
Second telegrapher-leverman.....	82.50	Third telegrapher-leverman.....	77.50
Third telegrapher-leverman.....	82.50	Princeton, agent.....	97.50
Buffalo, agent and telegrapher.....	80.00	First telegrapher-leverman.....	82.50
Montpelier, agent and telegrapher....	77.50	Second telegrapher-leverman.....	80.00
Fairport, agent and telegrapher.....	77.50	Third telegrapher-leverman.....	80.00
Muscatine, first telegrapher-leverman	90.00	Mill Grove, agent and telegrapher....	77.50
Culver, first telegrapher-leverman....	80.00	Spickards, agent.....	80.00
Second telegrapher-leverman.....	80.00	Second telegrapher-leverman.....	77.50
Third telegrapher-leverman.....	80.00	Third telegrapher-leverman.....	77.50
Fruitland, agent and telegrapher....	77.50	Tindall, agent and telegrapher.....	77.50
Letts, agent and telegrapher.....	82.50	Second telegrapher-leverman.....	77.50
Columbus Junction, agent.....	77.50	Third telegrapher-leverman.....	77.50
First telegrapher-leverman.....	87.50	Hickory Creek, agent and telegrapher	77.50
Second telegrapher-leverman.....	85.00	Second telegrapher-leverman....	77.50
Third telegrapher-leverman.....	85.00	Third telegrapher-leverman.....	77.50
Cotter, agent and telegrapher.....	77.50	Jamesport, agent.....	80.00
Ainsworth, agent and telegrapher....	82.50	First telegrapher-leverman.....	80.00
Washington, agent.....	105.00	Second telegrapher-leverman.....	80.00
First telegrapher-leverman.....	90.00	Third telegrapher-leverman.....	80.00
Second telegrapher-leverman.....	85.00	Gallatin, agent.....	95.00
Third telegrapher-leverman.....	85.00	Altamont, agent and telegrapher....	92.50
Brighton, agent.....	80.00	Second telegrapher-leverman.....	87.50
Second telegrapher-leverman.....	77.50	Third telegrapher-leverman.....	87.50
Third telegrapher-leverman.....	77.50	Winston, agent and telegrapher.....	77.50
East Pleasant Plain, agent and teleg	77.50	Cameron, agent.....	97.50
Perlee, agent and telegrapher.....	77.50	Cameron Junction, first Tel.-Lev....	87.50
Fairfield Tower, first Tel.-Lev.....	67.50	Second telegrapher-leverman.....	87.50
Second telegrapher-leverman.....	67.50	Third telegrapher-leverman.....	87.50
Fairfield, agent.....	105.00	Weatherby, agent and telegrapher....	77.50
First telegrapher-leverman.....	87.50	Second telegrapher-leverman.....	77.50
Second telegrapher-leverman.....	85.00	Maysville, agent and telegrapher....	87.50
Third telegrapher-leverman.....	82.50	Amity, agent and telegrapher.....	77.50
Libertyville, agent and telegrapher..	77.50	Second telegrapher-leverman.....	77.50
Libertyville Tower, first Tel.-Lev....	47.50		
County Line, agent and telegrapher....	77.50		
Eldon, agent.....	105.00		
First telegrapher-leverman.....	92.50		
Second telegrapher-leverman.....	90.00		
Third telegrapher-leverman.....	90.00		

(*Belknap—When agent-telegrapher or second operator required to handle levers, the salary will be \$5.00 per month more than rates shown above.)

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Clarksdale, agent and telegrapher.....	\$ 77.50	Cedar Rapids Ticket, third Tel.-Lev....	\$ 87.50
Second telegrapher-leverman.....	77.50	Cedar Rapids Yard, first Tel.-Lev....	87.50
Third telegrapher-leverman.....	77.50	Second telegrapher-leverman.....	87.50
Platte River, first Tel.-Lev.....	77.50	Third telegrapher-leverman.....	87.50
Second telegrapher-leverman.....	77.50		
St. Joseph (Freight), first Tel.-Lev....	90.00	Decorah Branch.	
St. Joseph Yard, first Tel.-Lev.....	90.00	Center Point, agent and telegrapher..	\$ 75.00
Second telegrapher-leverman.....	90.00	Walker, agent and telegrapher.....	72.50
Third telegrapher-leverman.....	90.00	Rowley, agent and telegrapher.....	72.50
Blair, agent and telegrapher.....	77.50	Independence, agent.....	112.50
Troy, agent.....	80.00	First telegrapher-leverman.....	75.00
First telegrapher-leverman.....	77.50	Hazelton, agent and telegrapher.....	72.50
Second telegrapher-leverman.....	77.50	Oelwein, agent.....	92.50
Bendena, agent and telegrapher.....	80.00	First telegrapher-leverman.....	80.00
Second telegrapher-leverman.....	77.50	Maynard, agent and telegrapher.....	75.00
Denton, agent and telegrapher.....	77.50	Randalia, agent and telegrapher.....	72.50
Purcell, agent and telegrapher.....	77.50	West Union, agent and telegrapher....	97.50
Pierce Junction, agent and telegrapher	77.50	Elgin, agent and telegrapher.....	72.50
Leavenworth Branch.		Clermont, agent and telegrapher....	72.50
Perrin, agent and telegrapher.....	\$ 72.50	Postville, agent and telegrapher.....	87.50
Plattsburg, agent and telegrapher.....	80.00	Ossian, agent and telegrapher.....	72.50
Grayson, agent and telegrapher.....	72.50	Decorah, agent and telegrapher.....	97.50
Edgerton, agent and telegrapher.....	80.00		
Edgerton Junction, agent and teleg....	75.00	Iowa City, Clinton and Davenport Branches.	
Camden Point, agent and telegrapher	72.50	Blue Grass, agent and telegrapher...\$	72.50
Platte City, agent and telegrapher...	80.00	Sunbury, agent and telegrapher.....	72.50
Beverly Tower, first Tel.-Lev.....	82.50	Bennett, agent and telegrapher.....	80.00
Second telegrapher-leverman.....	80.00	Tipton, agent and telegrapher.....	107.50
Third telegrapher-leverman.....	80.00	McCausland, agent and telegrapher...	72.50
Stillings Junction, first Tel.-Lev.....	82.50	New Liberty, agent and telegrapher..	72.50
Second telegrapher-leverman.....	80.00	Buchanan, agent and telegrapher....	72.50
Third telegrapher-leverman.....	80.00	Dixon, agent and telegrapher.....	72.50
Leavenworth Freight, first Tel.-Lev..	94.50		
Rushville Branch.		Montezuma Line.	
Dearborn, agent and telegrapher.....\$	77.50	Hills, agent and telegrapher.....\$	72.50
Wallace, agent and telegrapher.....	72.50	Long Tree, agent and telegrapher....	75.00
De Kalb, agent and telegrapher.....	75.00	Riverside, agent and telegrapher.....	80.00
St. Joseph-Kansas City Line.		Kalona, agent and telegrapher.....	72.50
Winthrop, first telegrapher-leverman.\$	77.50	Wellman, agent and telegrapher.....	72.50
Second telegrapher-leverman.....	77.50	Kinross, agent and telegrapher.....	72.50
Rushville, agent and telegrapher.....	85.00	South English, agent and telegrapher	72.50
Second telegrapher-leverman.....	80.00	Webster, agent and telegrapher.....	72.50
Kenmoor, agent and telegrapher.....	77.50	Keswick, agent and telegrapher.....	72.50
Donovan, first telegrapher-leverman..	77.50	Thornburg, agent and telegrapher....	72.50
Second telegrapher-leverman.....	77.50	What Cheer, agent and telegrapher..	90.00
Third telegrapher-leverman.....	77.50	Barnes City, agent and telegrapher...	72.50
		Montezuma, agent and telegrapher...	77.50
CEDAR RAPIDS DIVISION.		MINNESOTA DIVISION.	
Burlington, first telegrapher-leverman.\$	90.00	*Linn, agent and telegrapher.....\$	77.50
Second telegrapher-leverman.....	82.50	Palo, agent and telegrapher.....	77.50
Third telegrapher-leverman.....	82.50	Shellsburg, agent and telegrapher....	80.00
Medapolis, agent and telegrapher....	87.50	Second telegrapher-leverman.....	77.50
Second telegrapher-leverman.....	77.50	Vinton, agent.....	97.50
Third telegrapher-leverman.....	77.50	First telegrapher-leverman.....	90.00
Morning Sun, agent and telegrapher..	80.00	Second telegrapher-leverman.....	87.50
Wapello, agent and telegrapher.....	85.00	Third telegrapher-leverman.....	87.50
Cone, agent and telegrapher.....	77.50	Mt. Auburn, agent and telegrapher....	80.00
Nichols, agent and telegrapher.....	80.00	La Porte City, agent and telegrapher	80.00
Second telegrapher-leverman.....	77.50	Second telegrapher-leverman.....	77.50
Centerdale, agent and telegrapher....	77.50	Washburn, agent and telegrapher....	77.50
West Branch, agent and telegrapher..	77.50	Waterloo, first telegrapher-leverman..	85.00
Second telegrapher-leverman.....	77.50	Second telegrapher-leverman.....	85.00
Third telegrapher-leverman.....	77.50	Third telegrapher-leverman.....	85.00
Elmira, agent and telegrapher.....	85.00	Cedar Falls, agent.....	110.00
Second telegrapher-leverman.....	80.00	First telegrapher-leverman.....	85.00
Third telegrapher-leverman.....	77.50	Second telegrapher-leverman.....	82.50
Morse, agent.....	50.00	Third telegrapher-leverman.....	82.50
Solon, agent and telegrapher.....	77.50	Winslow, agent and telegrapher.....	77.50
Second telegrapher-leverman.....	77.50	Waverly, agent and telegrapher.....	107.50
Third telegrapher-leverman.....	77.50		
Ely, agent and telegrapher.....	77.50	(*Linn—When agent-telegrapher required to handle levers, the salary will be \$5.00 per month more than the rate shown above.)	
Second telegrapher-leverman.....	77.50		

Station and Position.	Rate per Month.
Ellsworth, agent.....	\$ 80.00
First telegrapher-leverman.....	77.50
Rock Rapids, agent and telegrapher.....	92.50
Lester, agent and telegrapher.....	77.50
Larchwood, agent and telegrapher.....	77.50
Granite, agent and telegrapher.....	75.00
Sioux Falls, first Tel.-Lev.....	90.00

Watertown Branch.

Kanaranzi, agent and telegrapher....	\$ 77.50
Luverne, agent and telegrapher.....	90.00
Hardwick, agent and telegrapher.....	75.00
Tropsky, agent and telegrapher.....	75.00
Pipestone, agent	95.00
First telegrapher-leverman.....	80.00
Cazenovia, agent and telegrapher....	72.50
Ward, agent and telegrapher.....	75.00
Elkton, agent and telegrapher.....	77.50
Bushnell, agent and telegrapher.....	75.00
White, agent and telegrapher.....	77.50
Toronto, agent and telegrapher.....	75.00
Brandt, agent and telegrapher.....	75.00
Clear Lake, agent and telegrapher....	77.50
Bemis, agent and telegrapher.....	72.50
Watertown, first telegrapher-leverman	87.50

Forest City Branch.

Rowen, agent and telegrapher.....	\$ 72.50
Belmond, agent and telegrapher.....	85.00
Goodell, agent and telegrapher.....	75.00
Klemme, agent and telegrapher.....	75.00
Garner, agent.....	90.00
First telegrapher-leverman.....	75.00
Miller, agent and telegrapher.....	72.50
Forest City, agent and telegrapher....	95.00
Thompson, agent and telegrapher.....	75.00
Buffalo Center, agent and telegrapher	75.00

Garner Branch.

Hayfield, agent and telegrapher.....	\$ 75.00
Crystal Lake, agent and telegrapher..	72.50
Woden, agent and telegrapher.....	72.50
Titonka, agent and telegrapher.....	75.00

Germania Branch.

Conger, agent and telegrapher.....	\$ 75.00
Walters, agent and telegrapher.....	72.50
Bricelyn, agent and telegrapher.....	72.50
Bricelyn Tower, first Tel.-Lev.....	65.00
Second telegrapher-leverman.....	65.00
Rake, agent and telegrapher.....	75.00
Germania, agent and telegrapher.....	80.00
Swea City, agent and telegrapher.....	75.00
Armstrong, agent and telegrapher....	75.00
Maple Hill, agent and telegrapher.....	75.00
Gruver, agent and telegrapher.....	75.00

Worthington and Jasper Branches.

Round Lake, agent and telegrapher..	\$ 75.00
Worthington, agent.....	95.00
First telegrapher-leverman.....	77.50
Reading, agent and telegrapher.....	75.00
Wilmont, agent and telegrapher.....	75.00
Lismore, agent and telegrapher.....	75.00
Kenneth, agent and telegrapher.....	75.00
Jasper, agent and telegrapher.....	75.00

Sibley Branch.

Slifer, agent and telegrapher.....	\$ 72.50
Somers, agent and telegrapher.....	75.00
Manson, agent and telegrapher.....	82.50
Palmer, agent and telegrapher.....	75.00
Pocahontas, agent and telegrapher..	85.00
Ware, agent	60.00
Laurens, agent and telegrapher.....	75.00

Station and Position.	Rate per Month.
Laurens Tower, first Tel.-Lev.....	\$ 65.00
Webb Tower, first Tel.-Lev.....	65.00
Greenville Tower, first Tel.-Lev.....	65.00
Rossie, agent and telegrapher.....	75.00
Royal, agent and telegrapher.....	77.50
Moneta, agent and telegrapher.....	75.00
Hartley, agent and telegrapher.....	82.50
Hartley Tower, first Tel.-Lev.....	65.00
Plessis, agent and telegrapher.....	72.50
Melvin, agent and telegrapher.....	75.00
Cloverdale, agent	60.00

DES MOINES VALLEY DIVISION.

Keokuk, Freight, first Tel.-Lev.....	\$ 80.00
Sand Prairie, agent and telegrapher..	75.00
Farmington, agent and telegrapher...	80.00
Bonaparte, agent and telegrapher....	75.00
Mt. Zion, agent and telegrapher.....	75.00
Douds, agent and telegrapher.....	77.50
Selma, agent and telegrapher.....	75.00
Ottumwa, first telegrapher-leverman..	85.00
Kirkville, agent and telegrapher.....	75.00
Eddyville, agent and telegrapher.....	77.50
Givin, agent and telegrapher.....	*45.00
Beacon, agent and telegrapher.....	80.00
Leighton, agent and telegrapher.....	75.00
Pella, agent	95.00
First telegrapher-leverman.....	77.50
Otley, agent and telegrapher.....	77.50
Monroe, agent and telegrapher.....	77.50
Fairmount, agent	62.50
Prairie City, agent and telegrapher...	82.50
West Chester, agent and telegrapher..	77.50
Keota, agent	75.00
First telegrapher-leverman.....	75.00
Harper, agent and telegrapher.....	75.00
Sigourney, agent and telegrapher.....	92.50
Delta, agent and telegrapher.....	75.00
Atwood, agent and telegrapher.....	*40.00
Rose Hill, agent and telegrapher....	75.00
Oskaloosa, agent.....	105.00
First telegrapher-leverman.....	87.50
Second telegrapher-leverman.....	85.00
Evans, agent	87.50
First telegrapher-leverman.....	77.50
Second telegrapher-leverman.....	77.50
Third telegrapher-leverman.....	77.50
Hartford, agent and telegrapher.....	75.00
Beech, agent and telegrapher.....	75.00
Melcher, agent	82.50
First telegrapher-leverman.....	77.50
Second telegrapher-leverman.....	77.50
Third telegrapher-leverman.....	75.00
Williamson, agent and telegrapher...	75.00
Chariton, agent	105.00
First telegrapher-leverman.....	77.50
Second telegrapher-leverman.....	77.50
Third telegrapher-leverman.....	75.00
Millerton, agent and telegrapher.....	75.00
Corydon, agent and telegrapher.....	87.50

Keosauqua Branch.

Keosauqua, agent and telegrapher....	\$ 75.00
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Knoxville Branch.

Harvey, agent and telegrapher.....	*43.75
Knoxville, agent and telegrapher....	82.50

Winterset and Indianola Branches.

Carlisle, agent and telegrapher.....	\$ 82.50
Second telegrapher-leverman.....	77.50
Third telegrapher-leverman.....	75.00
Spring Hill, agent and telegrapher....	75.00
Bevington, agent and telegrapher.....	75.00

* Indicates joint salary.

Station and Position.	Rate per Month.
Winterset, agent.....	\$ 95.00
First telegrapher-leverman.....	75.00
Summerset, agent.....	62.50
Indianola, agent.....	95.00
First telegrapher-leverman.....	75.00

NEBRASKA DIVISION.

Richfield, agent and telegrapher.....	\$ 77.50
Second telegrapher-leverman.....	77.50
Third telegrapher-leverman.....	77.50
Meadow, agent and telegrapher.....	80.00
Meadow Tower, first Tel.-Lev.....	62.50
Second telegrapher-leverman.....	62.50
South Bend Tower, first Tel.-Lev.....	62.50
Second telegrapher-leverman.....	62.50
South Bend, agent and telegrapher.....	77.50
Second telegrapher-leverman.....	77.50
Third telegrapher-leverman.....	77.50
Murdock, agent and telegrapher.....	80.00
Alvo, agent and telegrapher.....	80.00
Second telegrapher-leverman.....	77.50
Third telegrapher-leverman.....	77.50
Prairie Home, agent and telegrapher.....	80.00
Havelock, agent and telegrapher.....	80.00
Second telegrapher-leverman.....	77.50
Third telegrapher-leverman.....	77.50
University Place, agent.....	75.00
Lincoln, first telegrapher-leverman.....	90.00
Second telegrapher-leverman.....	90.00
Third telegrapher-leverman.....	90.00
Lincoln, Ticket, agent.....	87.50
Rokeby, agent and telegrapher.....	77.50
Second telegrapher-leverman.....	77.50
Third telegrapher-leverman.....	77.50
Martell, agent and telegrapher.....	77.50
Hallam, agent and telegrapher.....	80.00
Second telegrapher-leverman.....	77.50
Third telegrapher-leverman.....	77.50
Clatonia, agent and telegrapher.....	80.00
Dewitt, agent and telegrapher.....	80.00
Second telegrapher-leverman.....	77.50
Third telegrapher-leverman.....	77.50
Plymouth, agent and telegrapher.....	82.50
Jansen, agent and telegrapher.....	85.00
Second telegrapher-leverman.....	80.00
Third telegrapher-leverman.....	80.00
Fairbury, agent.....	126.50
Thompson, agent and telegrapher.....	77.50
Second telegrapher-leverman.....	77.50
Thompson Tower, first Tel.-Lev.....	62.50
Second telegrapher-leverman.....	65.00
Mahaska, agent and telegrapher.....	80.00
Second telegrapher-leverman.....	77.50
Third telegrapher-leverman.....	77.50
Narka, agent and telegrapher.....	82.50
Munden, agent and telegrapher.....	80.00
Second telegrapher-leverman.....	77.50
Belleville, first telegrapher-leverman.....	90.00
Second telegrapher-leverman.....	90.00
Third telegrapher-leverman.....	90.00
Belleville, first telegrapher-leverman.....	90.00
Rydal, agent and telegrapher.....	80.00
Scandia, agent and telegrapher.....	82.50
Second telegrapher-leverman.....	77.50
Third telegrapher-leverman.....	77.50
Courtland, agent and telegrapher.....	80.00
Second telegrapher-leverman.....	77.50
Formoso, agent and telegrapher.....	80.00
Second telegrapher-leverman.....	77.50
Third telegrapher-leverman.....	77.50
Montrose, agent and telegrapher.....	80.00
Mankato, agent.....	97.50
First telegrapher-leverman.....	80.00
Second telegrapher-leverman.....	80.00
Third telegrapher-leverman.....	80.00

Station and Position.	Rate per Month.
Otego, agent and telegrapher.....	\$ 80.00
Esbon, agent and telegrapher.....	80.00
Second telegrapher-leverman.....	77.50
Lebanon, agent.....	95.00
First telegrapher-leverman.....	80.00
Second telegrapher-leverman.....	80.00
Third telegrapher-leverman.....	80.00
Bellaire, agent and telegrapher.....	80.00
Smith Center, agent.....	92.50
First telegrapher-leverman.....	80.00
Second telegrapher-leverman.....	80.00
Third telegrapher-leverman.....	80.00
Athol, agent and telegrapher.....	80.00
Kensington, agent and telegrapher.....	80.00
Second telegrapher-leverman.....	77.50
Third telegrapher-leverman.....	77.50
Agra, agent and telegrapher.....	80.00
Gretna, agent and telegrapher.....	77.50
Second telegrapher-leverman.....	77.50
Third telegrapher-leverman.....	77.50
Phillipsburg, agent.....	90.00
First telegrapher-leverman.....	90.00
Second telegrapher-leverman.....	90.00
Third telegrapher-leverman.....	90.00

Horton Branch.

Germantown, agent and telegrapher.....	\$ 75.00
Powhattan, agent and telegrapher.....	77.50
Fairview, agent and telegrapher.....	77.50
Sabetha, agent.....	95.00
First telegrapher-leverman.....	77.50
Berwick, agent and telegrapher.....	75.00
Dubois, agent and telegrapher.....	77.50
Bern, agent and telegrapher.....	77.50
Pawnee, agent.....	100.00
First telegrapher-leverman.....	77.50
Steinauer, agent and telegrapher.....	80.00
Mayberry, agent and telegrapher.....	75.00
Lewiston, agent and telegrapher.....	77.50
Virginia, agent and telegrapher.....	77.50
Rockford, agent and telegrapher.....	77.50
Beatrice, agent.....	117.50
First telegrapher-leverman.....	82.50
Second telegrapher-leverman.....	82.50
Ellis, agent and telegrapher.....	77.50
Harbine, agent and telegrapher.....	77.50

Nelson Branch.

Gladstone, agent and telegrapher.....	\$ 72.50
Gilead, agent and telegrapher.....	77.50
Hebron, agent and telegrapher.....	90.00
Deshler, agent and telegrapher.....	80.00
Ruskin, agent and telegrapher.....	80.00
Nora, agent and telegrapher.....	77.50
Nelson, agent and telegrapher.....	87.50

COLORADO DIVISION.

Stuttgart, agent and telegrapher.....	\$ 80.00
Second telegrapher-leverman.....	80.00
Third telegrapher-leverman.....	80.00
Prairie View, agent and telegrapher.....	82.50
Second telegrapher-leverman.....	80.00
Third telegrapher-leverman.....	80.00
Almena, agent and telegrapher.....	85.00
Second telegrapher-leverman.....	80.00
Third telegrapher-leverman.....	80.00
Norton, agent.....	82.50
First telegrapher-leverman.....	82.50
Second telegrapher-leverman.....	82.50
Third telegrapher-leverman.....	82.50
Dellvale, agent and telegrapher.....	80.00
First telegrapher-leverman.....	80.00

Station and Position.	Rate per Month.
Clayton, agent and telegrapher.....	\$ 82.50
Second telegrapher-leverman.....	80.00
Calvert, agent and telegrapher.....	80.00
Jennings, agent and telegrapher.....	80.00
Second telegrapher-leverman.....	80.00
Third telegrapher-leverman.....	80.00
Dresden, agent and telegrapher.....	80.00
Second telegrapher-leverman.....	80.00
Third telegrapher-leverman.....	80.00
Selden, agent and telegrapher.....	82.50
Second telegrapher-leverman.....	80.00
Third telegrapher-leverman.....	80.00
Rexford, agent and telegrapher.....	82.50
Second telegrapher-leverman.....	80.00
Third telegrapher-leverman.....	80.00
Gem, agent and telegrapher.....	80.00
Second telegrapher-leverman.....	80.00
Colby, agent.....	90.00
First telegrapher-leverman.....	82.50
Second telegrapher-leverman.....	82.50
Third telegrapher-leverman.....	82.50
Levant, agent and telegrapher.....	80.00
Levant (Block), second Tel.-Lev.....	67.50
Third telegrapher-leverman.....	67.50
Brewster, agent and telegrapher.....	82.50
Second telegrapher-leverman.....	80.00
Third telegrapher-leverman.....	80.00
Edson (Block), first Tel.-Lev.....	70.00
Second telegrapher-leverman.....	70.00
Third telegrapher-leverman.....	70.00
Goodland, agent.....	112.50
Ruleton, agent and telegrapher.....	80.00
Kanorado, agent and telegrapher.....	82.50
Second telegrapher-leverman.....	80.00
Burlington, agent.....	82.50
First telegrapher-leverman.....	82.50
Second telegrapher-leverman.....	82.50
Third telegrapher-leverman.....	82.50
Stratton, agent.....	82.50
First telegrapher-leverman.....	80.00
Second telegrapher-leverman.....	80.00
Third telegrapher-leverman.....	80.00
Vona, agent and telegrapher.....	80.00
Seibert, agent and telegrapher.....	82.50
Second telegrapher-leverman.....	80.00
Third telegrapher-leverman.....	80.00
Flagler, agent.....	82.50
First telegrapher-leverman.....	80.00
Second telegrapher-leverman.....	80.00
Third telegrapher-leverman.....	80.00
Arriba, agent and telegrapher.....	82.50
Second telegrapher-leverman.....	80.00
Bovina, agent and telegrapher.....	80.00
Genoa, agent and telegrapher.....	80.00
Second telegrapher-leverman.....	80.00
Third telegrapher-leverman.....	80.00
Limon, agent.....	107.50
First telegrapher-leverman.....	95.00
Second telegrapher-leverman.....	95.00
Third telegrapher-leverman.....	95.00
Matheson, agent and telegrapher.....	80.00
Simla, agent and telegrapher.....	80.00
Ramah, agent and telegrapher.....	82.50
Calhan, agent and telegrapher.....	82.50
Second telegrapher-leverman.....	80.00
Third telegrapher-leverman.....	80.00
Peyton, agent and telegrapher.....	82.50
Falcon, agent and telegrapher.....	80.00
Roswell, agent and telegrapher.....	100.00
Second telegrapher-leverman.....	87.50
Third telegrapher-leverman.....	87.50
Colorado Springs, first Tel.-Lev.....	97.50
Denver (Commercial), first Tel.-Lev..	100.00

SECOND DISTRICT.

ST. LOUIS DIVISION.

Station and Position.	Rate per Month.
St. Louis (Coml.), first Tel.-Lev.....	\$ 92.50
Carrie Ave. (Yard), first Tel.-Lev.....	87.50
Second telegrapher-leverman.....	87.50
Third telegrapher-leverman.....	87.50
Clayton, agent and telegrapher.....	77.50
Lackland, agent and telegrapher.....	80.00
Second telegrapher-leverman.....	77.50
Maryland Heights, agent and teleg..	77.50
Vigus, agent and telegrapher.....	80.00
Chesterfield, agent and telegrapher..	77.50
Centaur, agent and telegrapher.....	77.50
Labadie, agent and telegrapher.....	77.50
Villa Ridge, agent and telegrapher...	77.50
Union, agent.....	80.00
First telegrapher-leverman.....	82.50
Second telegrapher-leverman.....	80.00
Third telegrapher-leverman.....	80.00
Beaufort, agent and telegrapher.....	77.50
Leslie, agent and telegrapher.....	77.50
Second telegrapher-leverman.....	77.50
Gerald, agent and telegrapher.....	77.50
Rosebud, agent and telegrapher.....	77.50
Owensville, agent and telegrapher...	80.00
Rland, agent and telegrapher.....	77.50
Belle, agent and telegrapher.....	82.50
Second telegrapher-leverman.....	80.00
Third telegrapher-leverman.....	80.00
Freeburg, agent and telegrapher.....	77.50
Argyle, agent and telegrapher.....	82.50
Second telegrapher-leverman.....	80.00
Third telegrapher-leverman.....	80.00
Meta, agent and telegrapher.....	80.00
Henley, agent and telegrapher.....	77.50
Eugene, agent and telegrapher.....	77.50
Etterville, agent and telegrapher.....	77.50
Eldon, agent.....	100.00
Eldon (Dispatchers), first Tel.-Lev...	92.50
Second telegrapher-leverman.....	92.50
Third telegrapher-leverman.....	92.50
Barnett, agent and telegrapher.....	77.50
Versailles, agent.....	85.00
First telegrapher-leverman.....	80.00
Second telegrapher-leverman.....	80.00
Stover, agent and telegrapher.....	77.50
Nay, agent and telegrapher.....	77.50
Ionia, agent and telegrapher.....	77.50
Windsor, agent and telegrapher.....	87.50
Second telegrapher-leverman.....	82.50
Third telegrapher-leverman.....	82.50
Bowen, agent and telegrapher.....	80.00
Leeton, agent and telegrapher.....	77.50
Chilhowee, agent and telegrapher.....	77.50
Denton, agent and telegrapher.....	77.50
Medford, agent and telegrapher.....	77.50
Hadsell, agent and telegrapher.....	77.50
Pleasant Hill, agent and telegrapher..	95.00
Second telegrapher-leverman.....	82.50
Third telegrapher-leverman.....	82.50
Pleasant Hill Tower, first Tel.-Lev...	60.00
Second telegrapher-leverman.....	60.00
Third telegrapher-leverman.....	60.00
Greenwood, agent and telegrapher...	77.50
South Lee, agent and telegrapher.....	77.50
First telegrapher-leverman.....	77.50
Second telegrapher-leverman.....	77.50
Vale, agent and telegrapher.....	77.50
Carroll, first telegrapher-leverman...	77.50
Second telegrapher-leverman.....	77.50
Raytown, agent and telegrapher.....	77.50

KANSAS CITY TERMINAL DIVISION.	
Station and Position.	Rate per Month.
Kansas City, Gen. Frt., first Tel.-Lev.	\$100.00
Second telegrapher-leverman.	100.00

KANSAS DIVISION.	
Horton, agent	\$115.00
First telegrapher-leverman.	90.00
Second telegrapher-leverman.	90.00
Third telegrapher-leverman.	90.00
Horton Shops, first Tel.-Lev.	85.00
Whiting, agent and telegrapher.	80.00
Straight Creek, agent and telegrapher	77.50
Holton, agent and telegrapher.	100.00
Second telegrapher-leverman.	80.00
Third telegrapher-leverman.	80.00
Mayetta, agent and telegrapher.	80.00
Hoyt, agent and telegrapher.	80.00
Elmont, agent and telegrapher.	77.50
Topeka (Passenger Sta.)—	
First telegrapher-leverman.	90.00
Second telegrapher-leverman.	90.00
Third telegrapher-leverman.	90.00
Topeka (Yard), first Tel.-Lev.	92.50
Second telegrapher-leverman.	92.50
Third telegrapher-leverman.	92.50
Topeka (Tower), first Tel.-Lev.	70.00
Second telegrapher-leverman.	70.00
Bishop, second telegrapher-leverman.	80.00
Valencia, agent and telegrapher.	80.00
Willard, agent and telegrapher.	82.50
Second telegrapher-leverman.	80.00
Third telegrapher-leverman.	80.00
Maple Hill, agent and telegrapher.	85.00
Second telegrapher-leverman.	80.00
Third telegrapher-leverman.	80.00
Paxico, agent and telegrapher.	80.00
Second telegrapher-leverman.	80.00
Third telegrapher-leverman.	80.00
McFarland, agent	110.00
First telegrapher-leverman.	90.00
Second telegrapher-leverman.	90.00
Third telegrapher-leverman.	90.00
Alma, agent and telegrapher.	80.00
Second telegrapher-leverman.	80.00
Third telegrapher-leverman.	80.00
Volland, agent and telegrapher.	80.00
Second telegrapher-leverman.	80.00
Third telegrapher-leverman.	80.00
Alta Vista, agent and telegrapher.	82.50
Second telegrapher-leverman.	80.00
Third telegrapher-leverman.	80.00
Dwight, agent and telegrapher.	82.50
Second telegrapher-leverman.	80.00
Third telegrapher-leverman.	80.00
White City, agent.	85.00
First telegrapher-leverman.	80.00
Second telegrapher-leverman.	80.00
Third telegrapher-leverman.	80.00
White City Tower, first Tel.-Lev.	65.00
Second telegrapher-leverman.	65.00
Latimer, agent and telegrapher.	80.00
Second telegrapher-leverman.	80.00
Third telegrapher-leverman.	80.00
Herington, agent.	110.00
Herington (Yard), first Tel.-Lev.	90.00
Second telegrapher-leverman.	90.00
Third telegrapher-leverman.	90.00
Lost Springs, agent and telegrapher.	80.00
Lincolnville, agent and telegrapher.	80.00
Antelope, agent and telegrapher.	80.00
Marion, agent and telegrapher.	90.00
Second telegrapher-leverman.	80.00
Third telegrapher-leverman.	80.00
Aulne, agent and telegrapher.	80.00

Station and Position.	Rate per Month.
Peabody, agent and telegrapher.	\$ 97.50
Second telegrapher-leverman.	80.00
Third telegrapher-leverman.	80.00
Peabody Tower, first Tel.-Lev.	67.50
Second telegrapher-leverman.	67.50
Elbing, agent and telegrapher.	80.00
Whitewater, agent and telegrapher.	80.00
Second telegrapher-leverman.	80.00
Third telegrapher-leverman.	80.00
Furley, agent and telegrapher.	80.00
Kechi, agent and telegrapher.	80.00
Cline, first telegrapher-leverman.	85.00
Second telegrapher-leverman.	85.00
Third telegrapher-leverman.	85.00
Haysville, agent and telegrapher.	80.00
Haysville Tower, first Tel.-Lev.	65.00
Second telegrapher-leverman.	65.00
Peck, agent and telegrapher.	80.00
Riverdale, agent and telegrapher.	80.00
Wellington, agent.	120.00
First telegrapher-leverman.	82.50
Second telegrapher-leverman.	82.50
Third telegrapher-leverman.	80.00
Perth, agent and telegrapher.	80.00
Corbin, agent and telegrapher.	80.00
Caldwell, agent.	90.00
First telegrapher-leverman.	90.00
Second telegrapher-leverman.	90.00
Third telegrapher-leverman.	90.00
Clay Center Line.	
Wabaunsee, agent and telegrapher.	\$ 77.50
Zeandale, agent and telegrapher.	77.50
Manhattan, agent	110.00
First telegrapher-leverman.	87.50
Second telegrapher-leverman.	85.00
Third telegrapher-leverman.	85.00
Keats, agent and telegrapher.	77.50
Riley, agent and telegrapher.	80.00
Bala, agent and telegrapher.	77.50
Broughton, agent and telegrapher.	77.50
Clay Center, agent.	110.00
First telegrapher-leverman.	85.00
Second telegrapher-leverman.	82.50
Third telegrapher-leverman.	82.50
Morganville, agent and telegrapher.	80.00
Clifton, agent and telegrapher.	85.00
Clyde, agent and telegrapher.	85.00
First telegrapher-leverman.	80.00
Agenda, agent and telegrapher.	77.50
Cuba, agent and telegrapher.	80.00
Salina Branch.	
Woodbine, agent and telegrapher.	\$ 72.50
Pearl, agent and telegrapher.	72.50
Enterprise, agent and telegrapher.	77.50
Abilene, agent and telegrapher.	105.00
New Cambria, agent and telegrapher.	72.50
Salina, agent.	120.00
First telegrapher-leverman.	90.00
EL PASO DIVISION.	
Ramona, agent and telegrapher.	\$ 80.00
Ramona Tower, first Tel.-Lev.	65.00
Second telegrapher-leverman.	65.00
Tampa, agent and telegrapher.	82.50
Durham, agent and telegrapher.	80.00
Second telegrapher-leverman.	80.00
Third telegrapher-leverman.	80.00
Canton, agent and telegrapher.	80.00
Calva, agent and telegrapher.	80.00
McPherson, agent.	122.50
First telegrapher-leverman.	82.50
Second telegrapher-leverman.	80.00
Third telegrapher-leverman.	80.00

Station and Position.	Rate per Month.
Groveland, agent and telegrapher.....	\$ 77.50
Inman, agent and telegrapher.....	80.00
Medora, agent and telegrapher.....	85.00
Second telegrapher-leverman.....	77.50
Third telegrapher-leverman.....	77.50
Hutchinson, first telegrapher-leverman.....	85.00
Second telegrapher-leverman.....	85.00
Third telegrapher-leverman.....	85.00
Hutchinson Tower, first Tel.-Lev.....	65.00
Second telegrapher-leverman.....	65.00
Partridge, agent and telegrapher.....	80.00
Arlington, agent and telegrapher.....	82.50
Second telegrapher-leverman.....	80.00
Third telegrapher-leverman.....	80.00
Langdon, agent and telegrapher.....	80.00
Turon, agent and telegrapher.....	80.00
Preston, agent and telegrapher.....	80.00
Second telegrapher-leverman.....	77.50
Third telegrapher-leverman.....	77.50
Natrona, agent and telegrapher.....	77.50
Pratt, agent.....	115.00
Pratt (Dispr.), first Tel.-Lev.....	92.50
Second telegrapher-leverman.....	92.50
Third telegrapher-leverman.....	92.50
Cullison, agent and telegrapher.....	77.50
Wellsford, agent and telegrapher.....	80.00
Second telegrapher-leverman.....	77.50
Haviland, agent and telegrapher.....	80.00
Greensburg, agent.....	80.00
First telegrapher-leverman.....	80.00
Second telegrapher-leverman.....	80.00
Third telegrapher-leverman.....	80.00
Mullinville, agent and telegrapher.....	80.00
Bucklin, agent.....	90.00
First telegrapher-leverman.....	82.50
Second telegrapher-leverman.....	80.00
Third telegrapher-leverman.....	80.00
Kingsdown, agent and telegrapher.....	80.00
Bloom, agent and telegrapher.....	77.50
Mineola, agent.....	80.00
First telegrapher-leverman.....	80.00
Second telegrapher-leverman.....	80.00
Fowler, agent and telegrapher.....	82.50
Second telegrapher-leverman.....	80.00
Meade, agent.....	80.00
First telegrapher-leverman.....	80.00
Second telegrapher-leverman.....	77.50
Third telegrapher-leverman.....	77.50
Plains, agent.....	80.00
First telegrapher-leverman.....	80.00
Second telegrapher-leverman.....	80.00
Kismet, agent and telegrapher.....	77.50
Arkalon, agent and telegrapher.....	77.50
Liberal, agent.....	120.00
First telegrapher-leverman.....	92.50
Second telegrapher-leverman.....	92.50
Third telegrapher-leverman.....	90.00
Tyrone, agent and telegrapher.....	82.50
Hooker, agent.....	80.00
First telegrapher-leverman.....	80.00
Optima, agent and telegrapher.....	80.00
Guymon, agent.....	77.50
First telegrapher-leverman.....	82.50
Second telegrapher-leverman.....	77.50
Goodwell, agent and telegrapher.....	77.50
Texhoma, agent.....	85.00
First telegrapher-leverman.....	82.50
Second telegrapher-leverman.....	80.00
Naravisa, agent and telegrapher.....	87.50
Second telegrapher-leverman.....	80.00
Third telegrapher-leverman.....	80.00
Logan, agent and telegrapher.....	90.00
Second telegrapher-leverman.....	80.00

Station and Position.

Rate per Month.

C., R. I. & G.

MEXICO DIVISION.

Stratford, agent and telegrapher.....	\$ 82.50
Dalhart, agent.....	115.00
Dalhart (Dispr.), first Tel.-Lev.....	100.00
Second telegrapher-leverman.....	100.00
Third telegrapher-leverman.....	100.00
Dalhart Tower, first Tel.-Lev.....	72.50
Second telegrapher-leverman.....	72.50
Middlewater, agent and telegrapher.....	82.50
Romero, agent and telegrapher.....	80.00

Dodge City Branch.

Ford, agent and telegrapher.....	\$ 80.00
Dodge City, agent and telegrapher.....	87.50

ARKANSAS DIVISION.

Memphis (Freight), first Tel.-Lev.....	\$ 90.00
Hulbert, agent.....	110.00
First telegrapher-leverman.....	90.00
Second telegrapher-leverman.....	90.00
Third telegrapher-leverman.....	90.00
Edmondson, agent and telegrapher.....	90.00
Proctor, agent and telegrapher.....	82.50
Heth, agent.....	82.50
First telegrapher-leverman.....	82.50
Second telegrapher-leverman.....	82.50
Round Pond, agent and telegrapher.....	82.50
Widener, agent and telegrapher.....	82.50
Madison, agent and telegrapher.....	82.50
Second telegrapher-leverman.....	82.50
Forrest City, agent.....	145.00
First telegrapher-leverman.....	85.00
Second telegrapher-leverman.....	85.00
Third telegrapher-leverman.....	82.50
Palestine, agent and telegrapher.....	82.50
Goodwin, agent and telegrapher.....	80.00
Wheatley, agent.....	80.00
First telegrapher-leverman.....	80.00
Second telegrapher-leverman.....	80.00
Brinkley, agent.....	92.50
First telegrapher-leverman.....	87.50
Second telegrapher-leverman.....	85.00
Third telegrapher-leverman.....	85.00
Biscoe, agent and telegrapher.....	80.00
DeValls Bluff, agent.....	82.50
First telegrapher-leverman.....	82.50
Mesa, agent and telegrapher.....	80.00
Second telegrapher-leverman.....	80.00
Hazen, agent.....	75.00
First telegrapher-leverman.....	80.00
Second telegrapher-leverman.....	80.00
Carlisle, agent.....	65.00
First telegrapher-leverman.....	82.50
Lonoke, agent.....	80.00
First telegrapher-leverman.....	82.50
Second telegrapher-leverman.....	82.50
Third telegrapher-leverman.....	82.50
Kerr, agent and telegrapher.....	80.00
Argento, first telegrapher-leverman.....	80.00
Second telegrapher-leverman.....	80.00
Third telegrapher-leverman.....	80.00
Little Rock (Dispr.), first Tel.-Lev.....	90.00
Biddle, first telegrapher-leverman.....	90.00
Second telegrapher-leverman.....	90.00
Third telegrapher-leverman.....	90.00
Tenth Street, agent and telegrapher.....	87.50
Pulaski, agent and telegrapher.....	85.00
Second telegrapher-leverman.....	80.00
Pinnacle, agent and telegrapher.....	80.00
Roland, agent and telegrapher.....	80.00
Fourche, agent and telegrapher.....	82.50

Station and Position.	Rate per Month.
Bigelow, agent and telegrapher.....	\$ 80.00
Second telegrapher-leverman.....	80.00
Houston, agent and telegrapher.....	85.00
Perry, agent and telegrapher.....	80.00
Second telegrapher-leverman.....	80.00
Adona, agent and telegrapher.....	80.00
Casa, agent and telegrapher.....	80.00
Birta, agent and telegrapher.....	80.00
Ola, agent.....	82.50
First telegrapher-leverman.....	80.00
Second telegrapher-leverman.....	80.00
Third telegrapher-leverman.....	80.00
Danville, agent and telegrapher.....	80.00
Second telegrapher-leverman.....	80.00
Belleville, agent and telegrapher.....	80.00
Havana, agent and telegrapher.....	80.00
Second telegrapher-leverman.....	80.00
Third telegrapher-leverman.....	80.00
Waveland, agent and telegrapher.....	80.00
Blue Mountain, agent and telegrapher.....	80.00
Magazine, agent and telegrapher.....	80.00
Booneville, agent.....	135.00
First telegrapher-leverman.....	87.50
Second telegrapher-leverman.....	87.50
Third telegrapher-leverman.....	87.50

White and Black River Branch.

Cotton Plant, agent.....	\$ 77.50
First telegrapher-leverman.....	80.00
Howell, agent and telegrapher.....	77.50
Wiville, agent and telegrapher.....	77.50
Gregory, agent and telegrapher.....	77.50
Grays, agent and telegrapher.....	77.50
Riverside, agent.....	55.00
Tupelo, agent and telegrapher.....	77.50
Weldon, agent and telegrapher.....	77.50
Auvergne, agent and telegrapher.....	77.50
Newport, agent.....	122.50
First telegrapher-leverman.....	80.00

Searcy Branch.

Des Arc, agent and telegrapher.....	\$ 77.50
Griffithville, agent.....	50.00
Searcy, agent.....	95.00
First telegrapher-leverman.....	82.50

Dardanelle Branch.

Dardanelle, agent and telegrapher.....	\$125.00
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Stuttgart Branch.

Stuttgart, agent and telegrapher.....	\$112.50
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Malvern-Camden Branch.

Willow, agent and telegrapher.....	\$ 77.50
Manning, agent and telegrapher.....	77.50
Sparkman, agent and telegrapher.....	77.50
Ouachita, agent and telegrapher.....	55.00
Camden, agent.....	125.00
First telegrapher-leverman.....	87.50

Hot Springs Branch.

Germania, agent and telegrapher.....	\$ 80.00
Bauxite, agent and telegrapher.....	80.00
Second telegrapher-leverman.....	80.00
Benton, agent.....	100.00
First telegrapher-leverman.....	80.00
Haskell, agent and telegrapher.....	85.00
Second telegrapher-leverman.....	80.00
Third telegrapher-leverman.....	80.00
Butterfield, agent and telegrapher.....	77.50
Hot Springs, first telegrapher-leverman.....	92.50

LOUISIANA DIVISION.

Fenter, agent and telegrapher.....	\$ 77.50
Poyen, agent and telegrapher.....	77.50
Leola, agent and telegrapher.....	80.00

Station and Position.	Rate per Month.
Carthage, agent and telegrapher.....	\$ 80.00
Ivan, agent and telegrapher.....	80.00
Bunn, second telegrapher-leverman.....	77.50
Fordyce, agent.....	110.00
First telegrapher-leverman.....	80.00
Ellisville, agent and telegrapher.....	77.50
Tinsman, agent.....	87.50
First telegrapher-leverman.....	80.00
Third telegrapher-leverman.....	80.00
Harrell, agent and telegrapher.....	80.00
Calion, agent and telegrapher.....	77.50
El Dorado, agent.....	112.50
El Dorado (Dispr.), first Tel.-Lev.....	95.00
Second telegrapher-leverman.....	95.00
Upland, agent and telegrapher.....	77.50
Junction City, agent and telegrapher.....	82.50
Randolph, agent and telegrapher.....	77.50
Bernice, agent and telegrapher.....	80.00
Dubach, agent and telegrapher.....	80.00
Ruston, agent.....	125.00
First telegrapher-leverman.....	82.50
Second telegrapher-leverman.....	82.50
Third telegrapher-leverman.....	80.00
Ansley, agent and telegrapher.....	77.50
Quitman, agent and telegrapher.....	77.50
Hodge, agent and telegrapher.....	77.50
Jonesboro, agent and telegrapher.....	82.50
Wyatt, agent and telegrapher.....	80.00
Dodson, agent and telegrapher.....	80.00
Winnfield, agent.....	125.00
First telegrapher-leverman.....	95.00
Winnfield (Yard), first Tel.-Lev.....	82.50
Alexandria, first telegrapher-leverman.....	95.00
Second telegrapher-leverman.....	82.50
Third telegrapher-leverman.....	82.50
Lamourie, agent and telegrapher.....	80.00
Le Compte, agent and telegrapher.....	80.00
Meridian, agent and telegrapher.....	77.50
Pine Prairie, agent and telegrapher.....	77.50
Mamou, agent and telegrapher.....	80.00

Crossett Branch.

Hermitage, agent and telegrapher.....	\$ 80.00
Vick, agent and telegrapher.....	77.50
Crossett, agent and telegrapher.....	97.50

INDIAN TERRITORY DIVISION.

Barber, agent and telegrapher.....	\$ 80.00
Abbott, agent and telegrapher.....	80.00
Mansfield, agent.....	90.00
First telegrapher-leverman.....	80.00
Second telegrapher-leverman.....	82.50
Hartford, agent.....	95.00
First telegrapher-leverman.....	85.00
Monroe, agent and telegrapher.....	80.00
Howe, agent.....	112.50
First telegrapher-leverman.....	85.00
Second telegrapher-leverman.....	85.00
Third telegrapher-leverman.....	85.00
Fanshawe, agent and telegrapher.....	80.00
L Hughes, agent and telegrapher.....	80.00
Red Oak, agent and telegrapher.....	80.00
Wilburton, agent.....	77.50
First telegrapher-leverman.....	85.00
Second telegrapher-leverman.....	82.50
Hartshorne, agent.....	92.50
Haileyville, agent.....	120.00
Alderson, agent.....	90.00
Haywood, agent and telegrapher.....	80.00
Stuart, agent and telegrapher.....	90.00
Calvin, agent and telegrapher.....	90.00
First telegrapher-leverman.....	82.50
Second telegrapher-leverman.....	80.00
Holdenville (Freight), agent.....	122.50

Station and Position.	Rate Per Mo.	Station and Position.	Rate per Month.
Holdenville (Passenger), first Tel.-Lev.	\$5.00	Marlow, agent.	\$ 80.00
Second telegrapher-leverman.	85.00	First, telegrapher-leverman.	82.50
Third telegrapher-leverman.	82.50	Duncan, agent.	80.00
Wewoka, agent and telegrapher.	85.00	First telegrapher-leverman.	80.00
Seminole, agent and telegrapher.	92.50	Second telegrapher-leverman.	80.00
Second telegrapher-leverman.	80.00	Comanche, agent.	80.00
Earlsboro, agent and telegrapher.	80.00	First telegrapher-leverman.	82.50
Shawnee (Ticket) first Tel.-Lev.	97.50	Addington, agent and telegrapher.	80.00
Second telegrapher-leverman.	90.00	Waurika, agent.	80.00
Shawnee (Yard), first Tel.-Lev.	92.50	First telegrapher-leverman.	90.00
Second telegrapher-leverman.	90.00	Waurika (Yard), first Tel.-Lev.	90.00
Third telegrapher-leverman.	90.00	Second telegrapher-leverman.	90.00
		Third telegrapher-leverman.	90.00
Tecumseh Branch.		Billings Branch.	
Tecumseh, agent and telegrapher.	\$ 75.00	Garber, agent and telegrapher.	\$ 80.00
Asher, agent and telegrapher.	75.00	Billings, agent and telegrapher.	80.00
Ardmore Branch.		Chandler Branch.	
Blanco, agent and telegrapher.	\$ 75.00	Cashion, agent and telegrapher.	*\$47.00
Pittsburgh, agent and telegrapher.	80.00	Guthrie, agent.	117.50
Wardville, agent and telegrapher.	77.50		
Lehigh, agent and telegrapher.	82.50	Lindsay Branch.	
North Coalgate, agent and telegrapher.	80.00	Alex, agent and telegrapher.	\$ 77.50
Coalgate, agent and telegrapher.	87.50	Bradley, agent and telegrapher.	77.50
Olney, agent and telegrapher.	77.50		
Wapanucka, agent and telegrapher.	80.00	Mangum Branch.	
Fillmore, agent and telegrapher.	75.00	Verden, agent and telegrapher.	\$ 77.50
Milburn, agent and telegrapher.	77.50	Anadarko, agent.	125.00
Tishomingo, agent.	75.00	First telegrapher-leverman.	87.50
First telegrapher-leverman.	80.00	Washita, agent.	55.00
Mannsville, agent and telegrapher.	77.50	Fort Cobb, agent and telegrapher.	77.50
Durwood, agent and telegrapher.	75.00	Carnegie, agent and telegrapher.	77.50
Ardmore, first telegrapher-leverman.	85.00	First telegrapher-leverman.	80.00
OKLAHOMA DIVISION.		Mountain View, agent and telegrapher.	82.50
Renfrow, agent and telegrapher.	\$ 80.00	Gotebo, agent and telegrapher.	77.50
Medford, agent and telegrapher.	82.50	Hobart, agent.	125.00
Second telegrapher-leverman.	80.00	First telegrapher-leverman.	82.50
Third telegrapher-leverman.	80.00	Lone Wolf, agent and telegrapher.	80.00
Jefferson, agent and telegrapher.	80.00	Granite, agent and telegrapher.	80.00
Pond Creek, agent and telegrapher.	80.00	Mangum, agent.	122.50
Second telegrapher-leverman.	82.50	First telegrapher-leverman.	80.00
Kremlin, agent and telegrapher.	80.00	Anadarko and Waurika Line.	
Enid, first telegrapher-leverman.	90.00	Stecker, agent and telegrapher.	\$ 77.50
Second telegrapher-leverman.	90.00	Apache, agent and telegrapher.	80.00
Third telegrapher-leverman.	90.00	Fort Sill, agent.	100.00
Waukomis, agent and telegrapher.	80.00	First telegrapher-leverman.	80.00
Bison, agent and telegrapher.	80.00	Lawton, agent.	125.00
Hennessey, agent.	80.00	First telegrapher-leverman.	85.00
First telegrapher-leverman.	90.00	Faxon, agent and telegrapher.	77.50
Second telegrapher-leverman.	80.00	Chattanooga, agent and telegrapher.	80.00
Dover, agent and telegrapher.	80.00	Geronimo, agent and telegrapher.	77.50
Kingfisher, agent.	127.50	Walters, agent.	80.00
First telegrapher-leverman.	87.50	First telegrapher-leverman.	80.00
Second telegrapher-leverman.	85.00	Temple, agent and telegrapher.	80.00
Third telegrapher-leverman.	82.50	Hastings, agent and telegrapher.	80.00
Okarche, agent and telegrapher.	80.00		
El Reno (Freight), agent.	145.00	PAN HANDLE DIVISION.	
El Reno (Passenger), first Tel.-Lev.	90.00	Dale, agent and telegrapher.	\$ 80.00
Second telegrapher-leverman.	87.50	McLoud, agent and telegrapher.	80.00
Third telegrapher-leverman.	90.00	Harrah, agent and telegrapher.	80.00
El Reno (Yard), first Tel.-Lev.	90.00	Choctaw, agent and telegrapher.	80.00
Second telegrapher-leverman.	90.00	Oklahoma City (Depot), first Tel.-Lev.	90.00
Third telegrapher-leverman.	90.00	Second telegrapher-leverman.	90.00
Union City, agent and telegrapher.	80.00	Oklahoma City (Yard), 1st Tel.-Lev.	87.50
Minco, agent and telegrapher.	82.50	Second telegrapher-leverman.	87.50
Second telegrapher-leverman.	80.00	Third telegrapher-leverman.	87.50
Pocasset, agent and telegrapher.	80.00	Oklahoma City (Tower), 2d Tel.-Lev.	70.00
Chickasha, first telegrapher-leverman.	90.00	Yukon, agent.	90.00
Second telegrapher-leverman.	90.00	First telegrapher-leverman.	85.00
Third telegrapher-leverman.	90.00	Second telegrapher-leverman.	80.00
Ninnekah, agent and telegrapher.	80.00	Third telegrapher-leverman.	80.00
Rush Springs, agent.	82.50		
First telegrapher-leverman.	82.50		

*Indicates joint salary.

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Calumet, agent and telegrapher.....	\$ 80.00	Bridgeport, agent.....	\$ 75.00
Geary, agent	80.00	First telegrapher-leverman.....	85.00
First telegrapher-leverman.....	85.00	Second telegrapher-leverman.....	85.00
Second telegrapher-leverman.....	85.00	Third telegrapher-leverman.....	85.00
Third telegrapher-leverman.....	85.00	Paradise, agent and telegrapher.....	80.00
Bridgeport, agent and telegrapher....	80.00	Boyd, agent and telegrapher.....	80.00
Hydro, agent and telegrapher.....	80.00	Newark, agent and telegrapher.....	80.00
Weatherford, agent	107.50	Saginaw, agent and telegrapher.....	80.00
First telegrapher-leverman.....	82.50	Saginaw Tower, first Tel.-Lev.....	72.50
Second telegrapher-leverman.....	80.00	Second telegrapher-leverman.....	72.50
Third telegrapher-leverman.....	80.00	Fort Worth (Yard), first Tel.-Lev....	100.00
Indianapolis, agent and telegrapher...	80.00	Second telegrapher-leverman.....	97.50
Foss, agent and telegrapher.....	80.00	Chico, agent and telegrapher.....	80.00
Canute, agent and telegrapher.....	80.00	Third telegrapher-leverman.....	97.50
Elk City, agent.....	120.00	Hurst agent and telegrapher.....	80.00
First telegrapher-leverman.....	82.50	Tarrant, agent and telegrapher.....	80.00
Second telegrapher-leverman.....	80.00	Irving, agent and telegrapher.....	90.00
Sayre, agent	127.50	Second telegrapher-leverman.....	85.00
First telegrapher-leverman.....	87.50		
Second telegrapher-leverman.....	87.50		
Third telegrapher-leverman.....	87.50		

Choctaw Northern Branch.

Ferguson, agent and telegrapher.....	\$ 77.50
Homestead, agent and telegrapher.....	75.00
Rusk, agent and telegrapher.....	75.00
Cleo Springs, agent and telegrapher..	75.00
Aline, agent and telegrapher.....	77.50
Augusta, agent and telegrapher.....	75.00
Ingersoll, agent and telegrapher.....	85.00
Alva, agent	115.00
First telegrapher-leverman.....	82.50

Anthony Branch.

Driftwood, agent and telegrapher....	\$ 75.00
Amorita, agent and telegrapher.....	77.50
Anthony, agent and telegrapher.....	92.50

Enid and Anadarko Line.

Lahoma, agent and telegrapher.....	\$ 77.50
Meno, agent and telegrapher.....	75.00
Ringwood, agent and telegrapher.....	75.00
Isabella, agent and telegrapher.....	75.00
Okeene, agent and telegrapher.....	82.50
Hitchcock, agent and telegrapher....	80.00
Watonga, agent	80.00
First telegrapher-leverman.....	82.50
Greenfield, agent and telegrapher....	75.00
Hinton, agent and telegrapher.....	80.00
Lookaba, agent and telegrapher.....	77.50
Binger, agent and telegrapher.....	77.50
Gracemont, agent and telegrapher....	77.50

THE CHICAGO, ROCK ISLAND & GULF RAILWAY CO.**SOUTHERN DIVISION.**

Station and Position.	Rate per Month.
Sugden (C.R.I.&P.), agent and teleg..	\$ 80.00
Ryan (C.R.I.&P.), agent.....	80.00
First telegrapher-leverman.....	80.00
Second telegrapher-leverman.....	80.00
Terral (C.R.I.&P.), agent and teleg..	80.00
Ringgold, agent and telegrapher.....	85.00
Stoneburg, agent and telegrapher....	80.00
Bowie, agent	112.50
First telegrapher-leverman.....	90.00
Second telegrapher-leverman.....	82.50
Third telegrapher-leverman.....	82.50
Bowie Tower, first Tel.-Lev.....	70.00
Second telegrapher-leverman.....	70.00
Clark Springs, agent and telegrapher.	80.00

Graham Branch.	
Vineyard, agent and telegrapher....	\$ 77.50
Jacksboro, agent	112.50
First telegrapher-leverman.....	82.50
Bryson, agent and telegrapher.....	77.50
Graham, agent	77.50
First telegrapher-leverman.....	92.50

AMARILLO DIVISION.

Erick (C.R.I.&P.), agent.....	\$ 80.00
First telegrapher-leverman.....	80.00
Texola (C.R.I.&P.), agent and teleg..	80.00
Benonine, agent and telegrapher....	80.00
Shamrock, agent	80.00
First telegrapher-leverman.....	82.50
Lela, agent and telegrapher.....	80.00
Ramsdell, agent and telegrapher....	80.00
McLean, agent and telegrapher.....	82.50
Alanreed, agent and telegrapher.....	80.00
Jericho, agent and telegrapher.....	80.00
Groom, agent and telegrapher.....	80.00
Conway, agent and telegrapher.....	80.00
Wildorado, agent and telegrapher....	80.00
Vega, agent and telegrapher.....	80.00
Adrian, agent and telegrapher.....	80.00
Glenrio, agent and telegrapher.....	80.00
Endee (C.R.I.&P.), agt. and teleg....	80.00
San Jon (C.R.I.&P.), agt. and teleg..	80.00

The foregoing rules and rates of pay are effective August 1, 1917, and shall continue in force for one year from that date, and thereafter, subject to thirty days' notice, by or to said railroads, but such notice may be given before the expiration of said year.

The Chicago, Rock Island & Pacific Railway Company,

By C. W. JONES,
T. H. BEACOM,
General Managers.

The Chicago, Rock Island & Gulf Railway Company,

By T. H. BEACOM,
President.

The Telegraphers,

By W. F. KAY,
General Chairman.
W. H. DUNNAM,
General Secretary and Treasurer.

Chicago, Ill., Oct. 30, 1917.

Agreed Schedule of Rates per day and per hour to be paid relay office telegraphers for time worked on Sunday. These rates were produced by dividing the total amount to be paid for twelve months, at regular monthly rate, by 307 working days, obtaining thereby the daily rate, which daily rate was divided by the number of regular daily assigned hours.

Monthly Rate.	Daily assigned hours—8.		
	Per Day.	Per Hour.	
\$ 70.00.....	\$2.74	.34	
97.50.....	3.81	.48	
100.00.....	3.91	.49	
102.50.....	4.01	.50	
105.00.....	4.10	.51	
106.00.....	4.14	.52	
107.50.....	4.20	.53	
110.00.....	4.30	.54	
112.50.....	4.40	.55	
115.00.....	4.50	.56	
117.50.....	4.59	.57	
120.00.....	4.69	.59	
125.00.....	4.89	.61	
127.50.....	4.98	.62	
130.00.....	5.08	.64	
132.50.....	5.18	.65	
135.00.....	5.28	.66	
145.00.....	5.67	.71	

Monthly Rate.	Per Day.	Daily assigned hours			
		8	9	10	12
\$52.50.....	\$2.01	.25	.22	.20	.17
53.25.....	2.04	.26	.23	.20	.17
55.00.....	2.11	.26	.23	.21	.18
56.25.....	2.16	.27	.24	.22	.18
57.50.....	2.20	.28	.24	.22	.18
60.00.....	2.30	.29	.26	.23	.19
62.50.....	2.40	.30	.27	.24	.20
65.00.....	2.49	.31	.28	.25	.21
67.50.....	2.59	.32	.29	.26	.22
70.00.....	2.69	.34	.30	.27	.22
70.50.....	2.70	.34	.30	.27	.23
72.50.....	2.78	.35	.31	.28	.23
75.00.....	2.88	.36	.32	.29	.24
77.50.....	2.97	.37	.33	.30	.25
80.00.....	3.07	.38	.34	.31	.26
81.50.....	3.12	.39	.35	.31	.26
82.50.....	3.16	.40	.35	.32	.26
85.00.....	3.26	.41	.36	.33	.27
87.50.....	3.35	.42	.37	.34	.28
90.00.....	3.45	.43	.38	.35	.29
92.50.....	3.55	.44	.39	.35	.30
94.50.....	3.62	.45	.40	.36	.30
95.00.....	3.64	.46	.40	.36	.30
97.50.....	3.74	.47	.42	.37	.31
100.00.....	3.83	.48	.43	.38	.32
102.50.....	3.93	.49	.44	.39	.33
105.00.....	4.03	.50	.45	.40	.34
107.50.....	4.12	.52	.46	.41	.34
110.00.....	4.22	.53	.47	.42	.35
112.50.....	4.31	.54	.48	.43	.36
115.00.....	4.41	.55	.49	.44	.37
117.00.....	4.49	.56	.50	.45	.37
117.50.....	4.50	.56	.50	.45	.38
120.00.....	4.60	.58	.51	.46	.38
122.50.....	4.70	.59	.52	.47	.39
125.00.....	4.79	.60	.53	.48	.40
126.50.....	4.85	.61	.54	.48	.40
127.50.....	4.89	.61	.54	.49	.41
130.00.....	4.98	.62	.55	.50	.42
132.50.....	5.08	.63	.56	.51	.42
135.00.....	5.18	.65	.58	.52	.43
137.50.....	5.27	.66	.59	.53	.44
140.00.....	5.37	.67	.60	.54	.45
142.50.....	5.46	.68	.61	.55	.46
145.00.....	5.56	.69	.62	.56	.46
147.50.....	5.65	.71	.63	.57	.47
150.00.....	5.75	.72	.64	.58	.48

Agreed Schedule of Rates per day and per hour to be paid other than relay office telegraphers for time worked on Sunday. These rates were produced by dividing the total amount to be paid for twelve months, at regular monthly rate, by 313 working days, obtaining thereby the daily rate, which daily rate was divided by the number of regular daily assigned hours, excluding meal hour.

Monthly Rate.	Per Day.	Daily assigned hours			
		8	9	10	12
\$ 40.00.....	\$1.53	.19	.17	.15	.13
42.50.....	1.63	.20	.18	.16	.14
45.00.....	1.73	.22	.19	.17	.14
47.50.....	1.82	.23	.20	.18	.15
50.00.....	1.92	.24	.21	.19	.16

Chicago, Terre Haute & Southeastern Railway Company

EFFECTIVE SEPTEMBER 1, 1917.

The following rules govern the service and compensation of telegraphers employed by the Chicago, Terre Haute & Southeastern Railway, effective September 1, 1917:

RULE I.

All telegraph and telephone operators, station agents and levermen specified in this schedule will be considered telegraphers within the meaning of these articles, and will be governed by the regulations and paid at the rates specified herein. When new positions are created the provisions of this agreement will apply and the wages will be fixed to conform to positions of similar class. Nothing in these articles, however, will be construed to embrace train dispatchers.

RULE II.

Telegraphers will be regarded in line for promotion, advancement depending upon faithful, intelligent and courteous discharge of duty and capacity for greater responsibility. Where these are sufficient, seniority will govern. Company to judge.

RULE III.

(a) When vacancies occur, or new position created, telegraphers will be notified not later than ten (10) days by bulletin, and vacancies and new positions will be filled within thirty (30) days in accordance with Rule II.

(b) Vacancies and new positions will be bulletined by letter or wire promptly to all

offices on the system and eligible telegraphers will be given ten (10) days in which to apply for same. Such positions will be filled within thirty (30) days. Telegraphers declining promotion will not lose seniority rights.

(c) A correct seniority list of telegraphers eligible to positions covered by this schedule will be furnished to the general chairman during January and July of each year.

(d) When telegraphers are transferred and after a fair trial are found incompetent, they will be placed on the extra list but will retain their seniority rights. Telegraphers declining to accept promotion do not lose their seniority rights.

(e) Seniority will only be effective when new positions are created or vacancies occur. Trading positions will not be permitted.

(f) When a position is closed, the present incumbent will be permitted to take the place of the youngest employe holding permanent position, or go on the extra list, as he may desire, but does not lose his seniority rights.

(g) In the event of a reduction of force at any office, the youngest man in the service at office effected will be displaced and the last trick will be considered abolished, the remaining men to be moved back on tricks.

(h) In increasing the force at any office the last trick will be considered the new position and will be filled in accordance with Rule II, the employes at such offices moving up on tricks.

(i) Office seniority will apply at Bedford, Odon, Linton, Latta, Terre Haute DX, West Clinton and Faithorn.

(j) Should commissions be permanently discontinued causing loss in compensation, prompt adjustment of salaries effected will be made.

RULE IV.

(a) At offices where but one telegrapher is employed, or at towers where two levermen are employed, twelve consecutive hours will constitute a day's work.

(b) At offices other than the dispatcher's office where two or more telegraphers are employed, excepting at interlocking plants where two telegraphers are employed, eight (8) consecutive hours will constitute a day's work. Nine (9) consecutive hours, including meal hour, will constitute a day's work in the dispatcher's office.

(c) Telegraphers are required to do clerical and other station work to an extent that will not interfere with their wire work.

RULE V.

(a) No time will be allowed for meals on tricks of nine (9) hours or less unless it is convenient to do so. Telegraphers working tricks longer than nine (9) hours will be allowed one (1) full hour for meals between 11:00 and 2:00 day and night except at interlocking plants.

(b) Telegraphers required to remain on duty in excess of their established hours for any reason will be paid overtime at thirty-five (35) cents per hour.

(c) Telegraphers called or instructed to come on duty outside of regular established hours will be allowed sixty (60) cents for

the call and first hour's service and regular overtime thereafter.

(d) In computing overtime, less than thirty (30) minutes will not be counted. Thirty (30) minutes and up to one (1) hour and thirty (30) minutes will be counted one (1) hour.

(e) No pay for overtime or extra service will be allowed unless claim therefor is made within forty-eight (48) hours from the time service was performed.

(f) If for any reason overtime is not allowed, telegraphers will be notified and reasons therefor will be given within five (5) days.

RULE VI.

(a) Telegraphers and levermen will not be disciplined or discharged without just cause, and until after a fair and impartial investigation. If suspended pending investigation, they will be given a hearing within ten (10) days by the proper official. If, after investigation, they are found not at fault, they shall receive pay for the time lost and be reinstated. The result of the investigation will be made known within ten (10) days.

(b) All grievances which may exist shall be taken up to the proper official of the company within thirty (30) days by the aggrieved.

(c) Telegraphers or levermen called in for investigation may be accompanied by a telegrapher or leverman of his choice in the employ of the company.

(d) The right to appeal to the highest officer is granted.

RULE VII.

Telegraphers or levermen attending court by request of the company will be allowed net compensation which would have been earned by them at their stations, with the necessary expenses if away from home.

RULE VIII.

(a) When telegraphers are temporarily transferred to positions of less than thirty (30) days' duration paying lower rates than their regular assignments, they will be paid at their regular wages. If transferred to positions paying higher rates, they will be paid at the higher rates.

(b) Telegraphers transferred by order of the company and are required to move from one station to another on account of reduction in force will be furnished free transportation for themselves, families and effects, and will be allowed regular pay while in transit and making transfer at the rates of the position from which transfer is made. No loss of time will be allowed when transferring to accept bulletined positions, but will be furnished transportation for themselves, families and effects.

(c) Regularly assigned telegraphers will not be required to perform relief work except in cases of emergency, and when required to perform relief work and in consequence thereof suffer a reduction in their regular compensation, shall be paid an amount sufficient to reimburse them for such services and they will be allowed \$1.00 per day for the first ten (10) days while away from their regular assignments. This \$1.00 per day for expense does not apply

to telegraphers doing relief work in the dispatcher's office.

(d) Telegraphers temporarily assigned by bulletin to work in the dispatcher's office will be permitted to return to their regular assignments within a period of six months from date of assignment, after which time the positions bulletined as temporary become permanently filled and positions vacated shall be bulletined and filled in accordance with Rules II and III.

RULE IX.

(a) Telegraphers and levermen may be granted leave of absence from time to time upon request, when it can consistently be done.

(b) Telegraphers and levermen who have been in the company's service two (2) years or more may be granted a leave of absence of ninety (90) days or less, and at the end of that time, or before if desired, upon making application to the proper official may be reinstated to his former position and retain seniority rights, but in case of sickness this leave of absence may be extended.

RULE X.

Telegraphers may be excused from Sunday service whenever possible without detriment to the service.

RULE XI.

Telegraphers who have been in the service five (5) consecutive years or longer will be furnished system annual passes for themselves and wives. Representatives of telegraphers acting in such capacity will be granted the necessary leave of absence and transportation.

RULE XII.

Telegraphers assigned to other duties not mentioned in wage scale will hold their seniority.

RULE XIII.

A salary at the rate of sixty-five dollars (\$65.00) per month will be paid for duties at wrecks, washouts and other emergencies. The time going to and coming from such wrecks or emergencies will be paid pro rata. Time to be computed from the time they are called to start until they return or are relieved. Twelve (12) consecutive hours or less will constitute a day's work.

RULE XIV.

Telegraphers will not be required to clean main or local batteries at stations where more than ten (10) cells are used.

RULE XV.

(a) At interlocking plants where three telegraphers are employed they will be required to take care of signal and train order lamps, except where lampmen are employed, without any extra compensation.

(b) At interlocking plants where two telegraphers are employed, each telegrapher will be required to care for one-half the number of lights. In all cases the first trick telegrapher will care for the train order lamp. Each telegrapher will receive \$3.00 per month for this service.

RULE XVI.

There will be no change in the foregoing articles or the following wage scale until thirty (30) days' notice has been given to either party by the other.

WAGE SCALE.

*Denotes lamps.

Average ticket and express commissions are shown as matter of information and are included in total.

Station and Position.	Total per Month.
Faithorn, first trick.....	\$ 84.00
Faithorn, second trick.....	84.00
Faithorn, third trick.....	84.00
Delmar, agent-leverman.....	84.00
Lamps	\$3.00
Delmar, leverman.....	68.00
Lamps	\$3.00
Tallmadge, agent-leverman.....	68.00
Tallmadge, operator-leverman.....	68.00
Tallmadge, operator-leverman.....	68.00
Webster, first trick.....	68.00
Webster, second trick.....	68.00
Webster, third trick.....	68.00
Stockland, agent-telegrapher.....	77.00
Cheneyville, agent-operator-leverman.....	74.00
Cheneyville, second operator-leverman.....	68.00
Cheneyville, third operator-leverman.....	68.00
Johannott, agent-telegrapher.....	70.00
Knowles, agent-leverman.....	68.00
Lamps	\$3.00
Knowles, operator-leverman.....	70.00
Lamps	\$3.00
Brewer, agent-operator-leverman.....	77.50
Brewer, second operator-leverman.....	75.00
Brewer, third operator-leverman.....	75.00
Humrick, agent-operator-leverman.....	80.00
Humrick, second operator-leverman.....	68.00
Humrick, third operator-leverman.....	68.00
West Dana, agent-operator-leverman.....	84.00
Lamps	3.00
West Dana, leverman.....	68.00
Lamps	3.00
St. Bernice, agent-operator.....	65.00
West Clinton, first operator.....	84.00
West Clinton, second operator.....	84.00
West Clinton, third operator.....	84.00
Blanford, agent-operator.....	75.00
Libertyville, agent-operator.....	80.00
Dewey, first operator.....	75.00
Dewey, second operator.....	75.00
Dewey, third operator.....	75.00
Terre Haute (FO), operator-clerk....	100.00
Terre Haute (DX), first operator.....	96.00
Terre Haute (DX), second operator.....	96.00
Terre Haute (DX), third operator....	96.00
Belt Jct., leverman.....	73.00
Belt Jct., leverman.....	73.00
Spring Hill, first operator-leverman.....	75.00
Spring Hill, second operator-leverman.....	75.00
Spring Hill, third operator-leverman.....	75.00
Blackhawk, agent-operator.....	78.00
Express commission.....	\$5.00
Blackhawk, second operator.....	73.00
Lewis, agent-operator.....	81.69
Express commission.....	9.69
Coalmont, agent-operator.....	93.69
Express commission.....	8.68
Jasonville, operator.....	70.00
Latta, first operator.....	80.00
Latta, second operator.....	80.00
Latta, third operator.....	80.00
Midland, agent-operator.....	67.80
Express commission.....	2.80

Station and Position.	Total per Month.	Station and Position.	Total per Month.
Vicksburg, agent-operator.....	\$ 67.37	Freetown, agent-operator.....	\$ 34.02
Express commission.....	2.37	Ticket commission.....	\$21.88
Linton, first operator.....	75.00	Express commission.....	7.14
Linton, second operator.....	75.00	Cortland, agent-operator.....	62.16
Sponsler, leverman.....	68.00	Express commission.....	2.16
Lamps.....	3.00	Seymour, cashier-operator.....	80.00
Sponsler, leverman.....	68.00	Azalia, agent-operator.....	62.02
Lamps.....	3.00	Ticket commission.....	1.53
Beehunter, agent-operator.....	76.00	Express commission.....	.49
Express commission.....	1.00	Grammar, agent-operator.....	66.76
Elmira, agent-operator.....	85.66	Express commission.....	1.76
Express commission.....	13.66	Alert, agent-operator.....	60.58
Odon, first operator.....	65.00	Ticket commission.....	1.43
Odon, second operator.....	65.00	Express commission.....	4.15
Burns City, agent-operator.....	75.98	Sardinia, agent-operator.....	63.14
Ticket commission.....	13.75	Ticket commission.....	.87
Express commission.....	8.23	Express commission.....	2.27
Indian Springs, agent-operator.....	85.79	Westport, agent-operator.....	85.63
Ticket commission.....	23.40	Ticket commission.....	.63
Express commission.....	11.39	Hymera, agent-operator.....	84.98
Mt. Olive, agent-operator.....	61.40	Express commission.....	14.98
Express commission.....	1.40	Abbott, leverman.....	60.00
Williams, agent-operator.....	93.05	Lamps.....	3.00
Ticket commission.....	26.89	Abbott, leverman.....	60.00
Express commission.....	16.16	Lamps.....	3.00
Bedford, first operator.....	80.00	Hawton, agent-operator.....	65.00
Bedford, second operator.....	80.00	Sullivan, agent-operator.....	80.00
Oolitic, clerk-operator.....	84.00		
Heltonville, agent-operator.....	79.80		
Ticket commission.....	12.70		
Express commission.....	7.10		
Norman, agent-operator.....	75.82		
Ticket commission.....	11.77		
Express commission.....	4.05		
Kurtz, agent-operator.....	82.89		
Ticket commission.....	17.73		
Express commission.....	5.16		

For Telegraphers:

(Signed) R. H. OWEN,
General Chairman.

Approved for C. T. H. & S. E. Ry.:

C. E. HAIR,
Assistant General Superintendent.

Chicago, St. Paul, Minneapolis & Omaha Railway Company

EFFECTIVE MARCH 15, 1917.

The following rules and rates of pay will govern the positions shown in this schedule.

ARTICLE I.

Scope of Schedule.

Section 1. This schedule applies to telegraphers, such telephone operators as are required to handle train orders or block trains, and such levermen and station agents as are shown in wage scale.

Sec. 2. The provisions of Articles V and VII do not apply to exclusive station agents except, that they will receive compensation provided for when operating pumps.

ARTICLE II.

Promotion.

Section 1. Telegraphers will be promoted on their respective divisions with reference to the following, the superintendent to decide:

First—Fitness for position.

Second—Previous record for faithful service.

Third—Seniority in service.

Sec. 2. Seniority rights will date from the last time of entering the service, and will

extend over each division superintendent's district.

Sec. 3. In general telegraph office telegraphers retain division rights and office seniority will prevail.

Sec. 4. Vacancies will be bulletined on tenth (10th) day of each month to all offices on the division on which they occur, including division and general telegraph offices. Bulletins will show assignments of previous month.

Sec. 5. Telegraphers not promoted, according to seniority will be given the reason in writing, if requested.

Sec. 6. When a telegrapher is promoted, and after fair trial is found incapable, in the superintendent's judgment, he will take his place on the extra list, but will retain his seniority rights. If promoted on his own application a second time and he fails, he may be dropped from the service.

Sec. 7. A telegrapher declining to accept promotion does not forfeit his rights to it or any other position when a vacancy occurs.

Sec. 8. In reducing forces, other things being equal, the superintendent to decide,

the youngest telegraphers will be dispensed with first.

Sec. 9. When new positions are created, the compensation therefore will be on a parity with positions of similar class shown in this schedule.

Sec. 10. A service list will be kept in the office of the division superintendent and the superintendent of telegraph, which will be revised on the first of June of each year and a copy furnished to the general and local chairmen.

Sec. 11. Seniority will be effective only when vacancies occur or new positions are created.

Sec. 12. Telegraphers are in line of promotion to all positions shown in the schedule.

Sec. 13. Telegraphers who are promoted to positions not listed in wage scale, may, upon request made within ninety (90) days, return to their former positions; scheduled positions thus vacated will be bulletined subject to this privilege.

Sec. 14. Telegraphers promoted to train dispatchers' positions may return to scheduled service any time during their service with the company, subject to the provisions of Sections 6 and 8, with their telegraphers' seniority rank.

ARTICLE III.

Suspension, Dismissal—Appeal.

Section 1. Telegraphers will not be suspended or dismissed from the service without just cause. A telegrapher considering himself unjustly suspended or dismissed will have the right to refer his case by written statement to the superintendent, and within ten (10) days, when practicable, after receipt of such statement, the case will receive a thorough investigation and decision given. If exonerated, he shall be reinstated and receive pay for all time lost.

Sec. 2. Should the superintendent or superintendent of telegraph fail to adjust the case, appeal may be made to the general superintendent.

Sec. 3. Adjustment will be taken up with the officials within thirty (30) days, otherwise the right to appeal is waived.

Sec. 4. Telegraphers leaving the service from any cause will, upon request, be given a letter stating the time and character of service and specifying the reasons for leaving.

ARTICLE IV.

Emergency Offices.

Telegraphers performing duties at wrecks, washouts, snow blockades or other similar emergency offices will be paid two dollars and seventy cents (\$2.70) per day of nine (9) hours or less, overtime pro rata, and no other compensation. Time to be computed from the time called to leave until they return, deducting time relieved from duty for meals and rest.

ARTICLE V.

Hours of Service—Overtime.

Section 1. Ten (10) consecutive hours, including the meal hour, will constitute a day's work for telegraphers employed in train dispatcher's offices.

Sec. 2. At offices where but one telegrapher is employed, twelve (12) consecutive hours, commencing between six thirty (6:30) and seven thirty (7:30) a. m. or p. m., including the meal hour, will constitute a day's work.

Sec. 3. Nine (9) consecutive hours will constitute a day's work for telegraphers who are required to block trains or handle train orders at offices operated over thirteen (13) hours in any twenty-four (24) hour period or continuously, provided that at not to exceed sixteen (16) offices on Western and Nebraska divisions the nine (9) hours may be spread within an eleven (11) hour period with additional compensation at the rate of five dollars (\$5.00) per month above salary shown in wage scale; over fifteen (15) days to be counted a full month; except that if such position is occupied by more than one (1) telegrapher in one (1) month this five dollars (\$5.00) extra compensation will be pro rated. The hours of agent-telegrapher at offices operated continuously shall begin between six (6:00) a. m. and eight (8:00) a. m.

Sec. 4. At stations on branch lines indicated, eleven (11) consecutive hours between five thirty (5:30) a. m. and eight thirty (8:30) p. m. including the meal hour, will constitute a day's work, except that telegraphers may be required to meet not to exceed one (1) regular train scheduled to arrive outside of the established hours, but between the hours of five thirty (5:30) a. m. and eight thirty (8:30) p. m. without extra compensation.

Ellsworth Branch	Currie Branch
Spring Valley Branch	Pipestone Branch
Mondovi Branch	Doon Branch
Hannibal Branch	Wynot Branch
Park Falls Branch	Crofton Branch
Fairmont Branch	Bloomfield Branch

Sec. 5. Telegraphers working nine (9) hours or more, if required to remain on duty by instructions of division officers in excess of the assigned hours, will be paid overtime pro rata with their salaries, but not less than thirty cents (30c) per hour, fractions of an hour to be paid for at five cents (5c) for each full period of ten (10) minutes.

Sec. 6. Telegraphers called for service outside of established hours after being excused, will receive fifty cents (50c) for the first hour or fraction thereof except that when living in stations they will receive thirty cents (30c) for the first hour or fraction thereof. After the first hour overtime will be allowed.

Sec. 7. Telegraphers except those working nine (9) hours or less per day, will be allowed one (1) hour for meals to begin between eleven (11:00) a. m. and one (1:00) p. m. or between eleven (11:00) p. m. and one (1:00) a. m. If the meal hour is missed one (1) hour overtime will be allowed and twenty (20) minutes for lunch at first opportunity.

Sec. 8. Telegraphers will be excused Sundays, without reduction of pay, within certain specified hours at each station. Should they be held unnecessarily during those hours by the train dispatcher, they will communicate the fact to the division superintendent immediately by mail. Telegraphers whose

assigned day's work exceeds nine (9) hours, excepting those employed in train dispatcher's offices, required to work more than six consecutive hours on Sunday, will be paid overtime for time worked in excess of the six (6) consecutive hours, provided that the company has the option of assigning three (3) hours which may be divided into not more than two (2) periods and paying overtime for time worked in excess of three (3) hours. Hours assigned for Sunday to be within the limits of hours assigned for other days.

ARTICLE VI. Attending Court.

When required by the company to attend court away from home, telegraphers will be paid one (1) day at their regular rate for each twenty-four (24) hours, and a reasonable allowance for expenses during attendance. Time and expenses to be approved by the company's attorney.

ARTICLE VII. Miscellaneous Duties.

Section 1. When more than ten (10) cells of local battery are in use, telegraphers will not be required to clean them, but are required to supply water and blue vitriol to batteries as necessary.

Sec. 2. At stations where there are no other employees assigned and not to exceed two (2) switch lights, telegraphers will be required to care for them without extra compensation. At stations where telegraphers are required to care for switch lights they will be paid as follows: For three (3) and not to exceed five (5) lights, four dollars (\$4.00) per month. For each additional light, fifty cents (50c) per month.

Sec. 3. Telegraphers performing other duties and required to operate steam or gasoline pumps will receive extra compensation at the rate of ten dollars (\$10.00) per month.

Sec. 4. Telegraphers will not be required to scrub waiting rooms, offices or outhouses, or shovel snow from platforms. This does not apply to exclusive block offices or to stations where there is only a section foreman.

Sec. 5. Telegraphers will be required to keep their stations neat and clean, notifying division superintendent when help is required to accomplish.

ARTICLE VIII. Changing Positions—Relief Work.

Section 1. Telegraphers holding positions to which they have been assigned will not be required to do relief work except in cases of emergency. When required to perform such service at other than the station to which they are assigned, they will suffer no loss of pay in changing from one position to another, and will receive the salary of the position in which they do relief work, but not less than a rate fifteen dollars (\$15.00) per month greater than the salary of their assigned position.

Sec. 2. Agents required to make their own transfer without aid of the auditor will be paid for time lost in making transfer, based on salary of position transferred.

Sec. 3. Telegraphers changing at their own request, or by reason of promotion, will not be paid for time lost in transfer.

Sec. 4. Relief telegraphers will be paid salary pro rata with the salary of the employee relieved, and will be allowed a minimum of thirty cents (30c) per hour while dead-heading on company business.

Sec. 5. Telegraphers will be transferred to assigned positions within fifteen (15) days from date of assignment.

Sec. 6. Telegraphers transferred from one station to another on company's orders, will receive free transportation for their families and household effects.

ARTICLE IX. Teaching Telegraphy.

Telegraphers will not be required to teach telegraphy.

ARTICLE X. Changes in Agreement.

In the event of either the telegraphers or the railway company desiring to change any one or more particulars of this schedule, or to terminate it as a whole, they will give thirty (30) days' written notice to the party at interest.

Abbreviations.

A—Agent.
T—Telegrapher.
Ph—Telephoner.
L—Leverman.

WAGE SCALE.

General Telegraph Office, St. Paul.

Position.	Rate per Month.
Wire chief and day manager.....	\$105.00
Wire chief	105.00
Night manager	100.00
Two telegraphers at.....	92.50
One telegrapher at.....	90.00
One telegrapher at.....	87.50
One telegrapher at.....	85.00

EASTERN DIVISION.

Station and Position.	Rate per Month.
Altoona, first telegrapher.....	\$ 87.50
Second telegrapher	80.00
Third telegrapher	77.50
Augusta, agent and telegrapher.....	87.50
Baldwin, agent and telegrapher.....	82.50
Second telegrapher	67.50
Third telegrapher	67.50
Beldenville, agent and telegrapher...	67.50
B. R. Falls, agent.....	87.50
Telegrapher	70.00
Chill, agent and telegrapher.....	70.00
East St. Paul, first telegrapher.....	95.00
Second telegrapher	95.00
Third telegrapher	92.50
East 7th Str., agent and telegrapher	72.50
Eau Claire, first telegrapher.....	95.00
Second telegrapher	92.50
Third telegrapher	92.50
Fourth telegrapher	87.50
Elewa, agent and telegrapher.....	67.50
Elk Mound, agent and telegrapher...	70.00

SCHEDULES AND WAGE SCALES.

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Station and Position.	Rate per Month.
Ellsworth, agent and telegrapher.....	\$2 50
Elmwood, agent and telegrapher.....	67.50
Fairchild, agent	72.50
First telegrapher	72.50
Second telegrapher	70.00
Third telegrapher	70.00
Fall Creek, agent and telegrapher.....	70.00
Granton, agent and telegrapher.....	70.00
Hammond, agent and telegrapher.....	72.50
Hersey, agent and telegrapher.....	70.00
Hudson Shops, telegrapher.....	87.50
Hudson Depot, first telegrapher.....	90.00
Second telegrapher	87.50
Third telegrapher	82.50
Humbird, agent and telegrapher.....	67.50
Hustler, agent and telegrapher.....	70.00
Knapp, first telegrapher.....	72.50
Second telegrapher	67.50
Third telegrapher	67.50
Lake Elmo, agent and telegrapher.....	72.50
Levis, first telegrapher-leverman.....	70.00
Second telegrapher-leverman.....	70.00
Third telegrapher-leverman.....	70.00
Marshfield, first telegrapher.....	80.00
Second telegrapher	80.00
Third telegrapher	80.00
Meno Junction, agent.....	77.50
First telegrapher	72.50
Second telegrapher	70.00
Third telegrapher	67.50
Merrillan, agent	87.50
First telegrapher	85.00
Second telegrapher	80.00
Third telegrapher	80.00
Millston, agent and telegrapher.....	67.00
Minneapolis, telegrapher.....	90.00
Mondovi, agent and telegrapher.....	65.00
Neillsville, agent	80.00
Telegrapher	65.00
Northline, agent and teleg.-lev.....	80.00
Second telegrapher-leverman.....	72.50
Third telegrapher-leverman.....	72.50
Osseo, agent and telegrapher.....	65.00
River Falls, agent and telegrapher....	65.00
Roberts, agent and telegrapher.....	72.50
Rusk, agent and telegrapher.....	67.50
St. Paul, Prince Street, telegrapher...	82.50
Sheppard, first telegrapher-leverman...	70.00
Second telegrapher-leverman.....	70.00
Third telegrapher-leverman.....	70.00
Spring Valley, agent and telegrapher...	67.50
Stillwater, telegrapher-clerk.....	75.00
Stillwater Jct., agent and telegrapher	75.00
Second telegrapher	67.50
Third telegrapher	67.50
Strum, agent and telegrapher.....	67.50
Tunnel, telegrapher	65.00
Valley Junction, agent and telegrapher	80.00
Warren, agent and telegrapher.....	67.50
Weston, agent and telegrapher.....	67.50
Wilson, agent and telegrapher.....	65.00
Woodville, agent	80.00
First telegrapher	67.50

NORTHERN DIVISION.

Station and Position.	Rate per Month.
Ashland, telegrapher	\$ 77.50
Ashland Jct., agent and telegrapher..	70.00
Second telegrapher.....	65.00
Barksdale, telegrapher	62.50

Station and Position.	Rate per Month.
Barronett, agent and telegrapher.....	\$ 70.00
Second telegrapher	62.50
Third telegrapher	62.50
Bayfield, agent	82.50
Telegrapher	67.50
Bennett, agent and telegrapher.....	70.00
Birchwood, agent and telegrapher....	70.00
Bloomer, agent	67.50
First telegrapher	70.00
Second telegrapher	65.00
Third telegrapher	62.50
Boardman, agent and telegrapher....	70.00
Burkhardt, agent and telegrapher....	72.50
Cable, agent and telegrapher.....	72.50
Second telegrapher	62.50
Third telegrapher	62.50
Cameron, agent	80.00
First telegrapher-leverman	75.00
Second telegrapher-leverman.....	70.00
Third telegrapher-leverman.....	70.00
Chetek, agent and telegrapher.....	70.00
Second telegrapher	65.00
Chippewa Falls, first telegrapher....	75.00
Second telegrapher	70.00
Third telegrapher	65.00
Clayton, agent and telegrapher.....	75.00
Second telegrapher	65.00
Third telegrapher	62.50
Clear Lake, agent and telegrapher....	70.00
First telegrapher	65.00
Second telegrapher	62.50
Comstock, agent and telegrapher.....	70.00
Cornell, agent and telegrapher.....	67.50
Second telegrapher	62.50
Couderay, agent and telegrapher.....	67.50
Cumberland, agent	80.00
First telegrapher	72.50
Second telegrapher	70.00
Third telegrapher	65.00
Deer Park, agent and telegrapher.....	72.50
Second telegrapher	62.50
Duluth, telegrapher	90.00
Draper, agent and telegrapher.....	67.50
Second telegrapher	62.50
Drummond, agent and telegrapher.....	67.50
Eagle Point, agent and telegrapher...	70.00
Gordon, agent and telegrapher.....	70.00
Grandview, agent and telegrapher.....	70.00
Hannibal, agent and telegrapher.....	70.00
Haugen, agent and telegrapher.....	70.00
Hawthorne, agent and telegrapher....	75.00
Second telegrapher	62.50
Third telegrapher	62.50
Hayward, agent	62.50
First telegrapher	67.50
Holcombe, agent and telegrapher.....	67.50
Itasca, first telegrapher.....	87.50
Second telegrapher	82.50
Third telegrapher	77.50
Jim Falls, agent and telegrapher....	67.50
Koll, first telegrapher.....	62.50
Second telegrapher.....	62.50
Third telegrapher	62.50
Lakeside, telegrapher	62.50
Lampson, agent and telegrapher.....	67.50
Mason, agent and telegrapher.....	72.50
Minong, agent and telegrapher.....	72.50
New Auburn, agent and telegrapher..	72.50
Second telegrapher	62.50
New Richmond, agent.....	105.00
First telegrapher	75.00
Second telegrapher	70.00
Third telegrapher	65.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
New Richmond Pass, telegrapher.....	\$ 75.00	Brandon, agent and telegrapher.....	\$ 70.00
Park Falls, agent.....	92.50	Brewster, agent and telegrapher.....	72.50
Telegrapher.....	65.00	Second telegrapher.....	65.00
Radisson, agent and telegrapher.....	67.50	Carnes, agent and telegrapher.....	70.00
Second telegrapher.....	62.50	Cliff, first telegrapher.....	65.00
Rice Lake, agent.....	105.00	Second telegrapher.....	65.00
First telegrapher.....	75.00	Third telegrapher.....	65.00
Second telegrapher.....	70.00	Currie, agent and telegrapher.....	75.00
Third telegrapher.....	67.50	Delft, agent and telegrapher.....	67.50
Rockmont, first telegrapher.....	62.50	Doon, agent and telegrapher.....	67.50
Second telegrapher.....	62.50	Dovray, agent and telegrapher.....	65.00
Third telegrapher.....	62.50	Dundee, agent and telegrapher.....	70.00
Sarona, agent and telegrapher.....	70.00	Ellis, agent and telegrapher.....	70.00
First telegrapher.....	62.50	Elmore, telegrapher.....	72.50
Second telegrapher.....	62.50	Fairmont, telegrapher.....	72.50
Shell Lake, agent.....	72.50	Farmer, agent and telegrapher.....	70.00
First telegrapher.....	65.00	Fulton, agent and telegrapher.....	70.00
Second telegrapher.....	65.00	Garden City, agent and telegrapher.....	70.00
Third telegrapher.....	62.50	Grogan, agent and telephoner.....	67.50
South Range, agent and telegrapher.....	67.50	Hadley, agent and telegrapher.....	70.00
South Range, agent and telegrapher.....	67.50	Hartford, agent and telegrapher.....	72.50
Second telegrapher.....	62.50	Henderson, agent and telegrapher.....	87.50
Third telegrapher.....	62.50	Second telegrapher.....	65.00
Spring Brook, agent and telegrapher.....	67.50	Heron Lake, agent.....	75.00
Spooner, first telegrapher.....	92.50	First telegrapher.....	82.50
Second telegrapher.....	90.00	Second telegrapher.....	67.50
Third telegrapher.....	87.50	Hospers, agent and telegrapher.....	70.00
Fourth telegrapher.....	87.50	Second telegrapher.....	62.50
Stanton, agent and telegrapher.....	70.00	Humboldt, agent and telegrapher.....	67.50
Superior E. End, first telegrapher.....	72.50	Jeffers, agent and telegrapher.....	77.50
Second telegrapher.....	70.00	Jordan, agent and telegrapher.....	72.50
Trego, agent.....	70.00	Kasota, agent.....	87.50
First telegrapher-leverman.....	70.00	First telegrapher.....	75.00
Second telegrapher-leverman.....	67.50	Second telegrapher.....	70.00
Third telegrapher-leverman.....	65.00	Third telegrapher.....	70.00
Turtle Lake, 1st telegrapher-leverman.....	75.00	Lake Crystal, agent.....	75.00
Second telegrapher-leverman.....	70.00	First telegrapher.....	82.50
Third telegrapher-leverman.....	70.00	Second telegrapher.....	75.00
Tuscolbia, first telegrapher.....	64.00	Third telegrapher.....	75.00
Second telegrapher.....	62.50	Lake Wilson, agent and telegrapher.....	70.00
Wascott, agent and telegrapher.....	67.50	Lawrence, telegrapher.....	62.50
Second telegrapher.....	62.50	Le Sueur, agent.....	80.00
Third telegrapher.....	62.50	First telegrapher.....	80.00
Washburn, telegrapher.....	72.50	Second telegrapher.....	75.00
Winter, agent and telegrapher.....	70.00	Third telegrapher.....	72.50

WESTERN DIVISION.

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Adrian, agent and telegrapher.....	\$ 75.00	First telegrapher.....	85.00
Amboy, agent and telegrapher.....	75.00	Second telegrapher.....	70.00
Ash Creek, agent and telegrapher.....	70.00	Third telegrapher.....	67.50
Ashton, agent and telegrapher.....	72.50	Magnolia, agent and telegrapher.....	67.50
Second telegrapher.....	65.00	Mankato, first telegrapher.....	88.60
Avoca, agent and telegrapher.....	70.00	Second telegrapher.....	85.00
Beaver Creek, agent and telegrapher.....	67.50	Third telegrapher.....	85.00
Belle Plaine, agent.....	72.50	Mendota, agent and telegrapher.....	70.00
First telegrapher.....	70.00	Merriam, agent.....	70.00
Second telegrapher.....	65.00	First telegrapher.....	77.50
Third telegrapher.....	65.00	Second telegrapher.....	77.50
Bigelow, agent and telegrapher.....	67.50	Third telegrapher.....	77.50
Second telegrapher.....	65.00	Miloma, agent and telegrapher.....	80.00
Bingham Lake, agent.....	72.50	Minneopa, agent and telegrapher.....	67.50
First telegrapher.....	77.50	Second telegrapher.....	62.50
Second telegrapher.....	65.00	Third telegrapher.....	62.50
Blakeley, agent and telegrapher.....	72.50	Mitchell, telegrapher.....	70.00
Second telegrapher.....	65.00	Montrose, agent and telegrapher.....	67.50
Third telegrapher.....	62.50	Mountain Lake, agent.....	77.50
Blue Earth, first telegrapher.....	75.00	Telegrapher.....	75.00
Second telegrapher.....	65.00	Nicols, agent and telegrapher.....	67.50
Third telegrapher.....	65.00	Second telegrapher.....	62.50
Bluff, telephoner.....	62.50	Northrop, agent and telegrapher.....	67.50

Station and Position.	Rate per Month.
Arg, agent and telegrapher.....	\$ 67.50
Second telegrapher	62.50
Attawa, agent and telegrapher.....	70.00
Second telegrapher	62.50
Third telegrapher	62.50
Bipestone, telegrapher	70.00
Lock Rapids, agent and telegrapher..	82.50
Lushmore, agent and telegrapher.....	67.50
St. James, first telegrapher.....	92.50
Second telegrapher	92.50
Third telegrapher	87.50
Fourth telegrapher	87.50
St. Paul Shops, telegrapher.....	87.50
St. Peter, agent.....	90.00
First telegrapher	67.50
Second telegrapher	65.00
Savage, agent and telegrapher.....	75.00
Second telegrapher	65.00
Third telegrapher	65.00
Seney, agent and telegrapher.....	70.00
Shakopee, agent	75.00
First telegrapher	67.50
Second telegrapher	67.50
Shibley, first telegrapher.....	75.00
Second telegrapher	65.00
Sioux City Frt., telegrapher.....	85.00
Sioux City Shops, telegrapher.....	77.50
Sioux Falls, first telegrapher.....	75.00
Second telegrapher	75.00
Hayton, agent and telegrapher.....	75.00
Spencer, agent and telegrapher.....	67.50
Stone, telegrapher	62.50
Storden, agent and telegrapher.....	65.00
Truman, agent and telegrapher.....	72.50
Valley Springs, agent and telegrapher	67.50
Vernon Center, agent and telegrapher	72.50
Western Ave., first telegrapher.....	92.50
Second telegrapher	87.50
Third telegrapher	87.50
Westbrook, agent and telegrapher....	72.50
Wilder, agent and telegrapher.....	67.50
Windom, agent	72.50
Telegrapher	80.00
Winnebago, agent	90.00
Telegrapher	72.50
Woodstock, agent and telegrapher....	70.00
Worthington, first telegrapher.....	92.50
Second telegrapher	85.00
Third telegrapher	82.50

NEBRASKA DIVISION.

Station and Position.	Rate per Month.
Bancroft, agent	\$ 67.50
First telegrapher	67.50
Second telegrapher	65.00
Bloomfield, agent	67.50
Telegrapher	70.00
Carroll, agent and telegrapher.....	70.00
Corburn, agent and telegrapher.....	65.00
Coleridge, agent and telegrapher.....	67.50
Concord, agent and telegrapher.....	70.00
Craig, agent and telegrapher.....	70.00
Crofton, agent and telegrapher.....	70.00
Dakota City, agent and telegrapher...	70.00
Emerson, agent	80.00
First telegrapher	80.00
Second telegrapher	75.00
Third telegrapher	77.50
Erry, first telegrapher.....	70.00
Second telegrapher	70.00
Third telegrapher	70.00

Station and Position.	Rate per Month.
Florence, agent and telegrapher.....	\$ 70.00
Fordeyce, agent and telegrapher.....	70.00
Fort Calhoun, agent and telegrapher..	70.00
First telegrapher	67.50
Second telegrapher	65.00
Hartington, agent	65.00
Telegrapher	67.50
Herman, agent and telegrapher.....	70.00
Hoskins, agent and telegrapher.....	65.00
Hubbard, agent and telegrapher.....	70.00
Telegrapher	67.50
Jackson, agent and telegrapher.....	67.50
Laurel, agent and telegrapher.....	75.00
Lyons, agent	75.00
Telegrapher	65.00
Magnet, agent and telegrapher.....	70.00
Maskell, agent and telegrapher.....	67.50
Nacora, agent and telegrapher.....	67.50
Newcastle, agent and telegrapher....	70.00
Oakland, agent	70.00
First telegrapher	70.00
Second telegrapher	67.50
Third telegrapher	65.00
Obert, agent and telegrapher.....	67.50
Omaha-Dispr., first telegrapher.....	90.00
Second telegrapher	87.50
Third telegrapher	85.00
Omaha Yard, first telegrapher.....	80.00
Second telegrapher	75.00
Third telegrapher	73.00
Pender, agent	67.50
First telegrapher	67.50
Second telegrapher	65.00
Ponca, agent and telegrapher.....	67.50
Randolph, agent and telegrapher....	70.00
Sholes, agent and telegrapher.....	67.50
Sioux City, First St., first telegrapher	72.50
Second telegrapher	72.50
Third telegrapher	67.50
South Cut, telegrapher.....	70.00
So. Sioux City, agent.....	75.00
Telegrapher	65.00
Tekamah, agent	70.00
First telegrapher	72.50
Second telegrapher	65.00
Third telegrapher	65.00
Thurston, agent and telegrapher.....	70.00
Wakefield, agent	70.00
First telegrapher	77.50
Second telegrapher	70.00
Wausa, agent and telegrapher.....	65.00
Wayne, agent	70.00
First telegrapher	77.50
Second telegrapher.....	77.50
Winside, agent and telegrapher.....	65.00
Wynot, agent and telegrapher.....	70.00

Recommended:

F. R. PECHIN,
General Superintendent.

Approved:

A. W. TRENHOLM,
Vice-President and General Manager.

Authorized:

JAMES T. CLARK,
President.

Approved:

W. J. LIDDANE,
General Chairman, Telegraphers.

Chicago, Peoria & St. Louis Railroad Company

BLUFORD WILSON AND WILLIAM COTTER,
Receivers

Springfield, Ill., Dec. 1, 1914.

First, Definition.

All employes designated in the wage scale shall be considered and referred to as telegraphers within the meaning of these rules.

Second, Seniority and Promotion.

(a) Telegraphers' seniority will extend over the system and date from last entrance into the service and can be asserted only in the securing of advertised positions and reduction of force.

(b) Telegraphers will be regarded in line of promotion, advancement depending upon faithful discharge of duty and capacity for increased responsibility, and where these are sufficient, seniority will have preference, the superintendent to be the judge.

(c) A telegrapher declining promotion does not forfeit his seniority.

(d) Telegraphers accepting permanent positions not covered by the schedule will retain their seniority for six months and can only re-enter schedule service within that period by applying for and being assigned to advertised positions to which their seniority entitles them.

(e) Telegraphers accepting temporary positions not covered by the schedule will retain their seniority and right to position vacated for six months, after which time they forfeit their seniority rights.

(f) Semi-annually the superintendent will revise seniority list as of January 1st and July 1st of each year, and furnish copies thereof to the telegraphers' committee.

Third, Reduction of Force.

(a) When a position is abolished or force reduced, the telegrapher so affected will have the right to displace the youngest regularly assigned telegrapher, if seniority will permit.

(b) In reducing force at any office, the youngest telegrapher will be displaced and the lowest rate abolished. If position is re-instated, the lowest paid position as shown on the wage scale at that office will be considered the new position.

Fourth, Vacancies and Transfers.

(a) When vacancies occur or new positions are created they will be advertised by circular to be sent to all offices showing hours of service and if commission, the average per month for the previous year.

(b) Temporary vacancies or new positions of over thirty days and not to exceed six months' duration will be advertised as above and filled as provided in 2-B, but the positions vacated by such appointees to temporary positions will be filled by the most competent telegraphers on the extra list without advertising.

(c) Telegraphers desiring a position that has been advertised must make application in writing before the expiration of ten days from date of circular and the successful applicant will be notified and the position

filled within twenty-five days from date of circular.

(d) A telegrapher making application for and receiving the appointment to a position must accept the position or go on the extra list, but he may withdraw his application before the expiration of the time specified in the circular.

(e) When a telegrapher is transferred, and after a fair trial, is found not qualified for the position, he will be placed on the extra list, but will retain his seniority.

(f) Telegraphers will not be required or permitted to exchange positions except in cases of emergencies, and then for not to exceed ten days' duration, unless handled as provided in 3, or 3-B.

(g) Telegraphers transferred by order of the company will be furnished free transportation for themselves, dependents and personal effects and shall suffer no loss of pay.

(h) Telegraphers transferred to accept advertised positions will be furnished free transportation for themselves, dependents and personal effects and shall receive pay after the first day at new position, which shall be the succeeding day after having been checked out of former position, unless granted leave of absence, in which case 5-C will govern.

Fifth, Leaves of Absence.

(a) Telegraphers, when practicable, will be granted leave of absence, but in no case to exceed ninety consecutive days, except in cases of sickness or disability. Only one ninety-day leave of absence will be granted in any one year and two such leaves of absence shall not form a continuity, that is: one shall not commence at the date the other terminates.

(b) Telegraphers on vacation must keep the proper official advised of their whereabouts and in cases of necessity may be recalled to the service.

(c) Telegraphers on leaves of absence desiring to return to the service will notify the proper official, and shall receive the regular compensation of the position if not checked in within five days from date of such notice.

(d) Representatives of the telegraphers acting in such capacities will be granted necessary leaves of absence.

Sixth, Hours of Service.

(a) Where an office is operated not exceeding thirteen hours within twenty-four hours, ten hours, excluding meal hours, will constitute a day's work, which shall commence between the hours of 6:00 and 8:00 a. m. or 6:00 and 8:00 p. m., and not extend beyond a period of thirteen consecutive hours, except at Sudduth Tower, where twelve consecutive hours will constitute a day's work.

(b) Where an office is operated as a train order office in excess of thirteen hours per day, eight consecutive hours will constitute

a day's work, except at yard office shops and at stations where two or more telegraphers are employed and the agent works one trick, nine consecutive hours will constitute a day's work.

(c) Telegraphers whose working hours are more than nine hours per day will be allowed not less than one full hour between 11:00 and 1:30 o'clock, day or night, for meals. When they cannot be excused during these hours, they will be given thirty minutes at the first opportunity and allowed one hour's overtime as per 7-A.

(d) No time will be allowed for meals on tricks of nine hours or less unless it is convenient to do so.

(e) Telegraphers shall be excused from Sunday and holiday duties as much as the conditions of business will permit and without reduction of pay.

Seventh, Overtime.

(a) Telegraphers held for duty beyond their regular hours will be paid overtime pro-rata on stated salary with a minimum rate of thirty cents per hour.

(b) Telegraphers called for duty or directed to return to duty outside of their regular hours shall receive forty cents for the first hour or fraction thereof and overtime thereafter as per Section A.

(c) In computing overtime, thirty minutes or less will not be counted; over thirty minutes will be considered one hour.

Eighth, Discipline, Grievances and Appeals.

(a) Telegraphers will not be suspended or dismissed from the service of the company without just cause.

(b) A telegrapher shall not be disciplined or dismissed from the service of the company (except in case of intoxication or insubordination) until his case has had a thorough investigation. If after investigation

the telegrapher he found not at fault, he shall be reinstated and paid for time lost.

(c) No grievance will be entertained unless presented in writing to superintendent within ten days of its occurrence.

(d) Any telegrapher having a grievance to be adjusted which may affect others than himself, must take it up in writing through the committee representing employees in his class of service.

(e) In the event that any grievance cannot be satisfactorily adjusted with the superintendent, the telegrapher shall have the right to appeal within five days to the proper officials in their regular order up to and including the general manager, at which time he shall have the opportunity to be present during the hearing, present his case and offer testimony and may be accompanied by a disinterested employee of the same rank.

Ninth, Attending Interlocking or Switch Lights.

(a) At stations where section men are available, or porters or helpers are employed, telegraphers will not be required to attend interlocking or switch lights, but they will see that they are kept burning.

(b) Telegraphers will be required to care for train order signal lights.

Tenth, Wage Scale.

(a) Telegraphers required for duty with relief outfits at washouts and other similar emergencies will be paid a minimum of \$2.50 per day of ten hours or less, with overtime pro-rata; time to be computed from time of leaving regular place of employment until returned thereto.

D. C. FREDERICK,

Superintendent Transportation.

Revised July 30, 1917.

The Cincinnati, Indianapolis & Western Railroad Company

(EFFECTIVE JUNE 1, 1917.)

The following regulations and rates of pay for telegraphers will apply on the Cincinnati, Indianapolis & Western Railroad Company system, commencing June 1, 1917, and will not be changed without thirty days' written notice.

ARTICLE I.

Telegraphers.

(a) Under the caption "Telegraphers" are included all employees required to perform telegraph service of any character or duration, except train dispatchers, also such exclusive agents, and other employees as are shown in the wage scale.

(b) In case the telephone is substituted for the telegraph, telegraphers will be entitled to promotion to positions of telephone operators, and will be considered telegraphers within the meaning of this agreement, and the rates of pay and regulations shall be the same as those specified for telegraphers herein.

(c) At offices thus affected, the incumbent thereof will succeed to the position of telephone operator, but when new offices are

created they will be filled in accordance with Article III of this agreement.

(d) When the use of the telegraph or telephone instruments are discontinued at any office the office shall continue to be considered as a scheduled office. If the changed conditions justify a readjustment in pay, compensation will be fixed upon the basis of wages paid at similar offices.

ARTICLE II.

Discipline.

(a) Telegraphers will not be disciplined without a hearing nor held off longer than five days without a decision being rendered. When required to report for hearing reasonable notice shall be given in order that witnesses may be produced, and, if desired they may be accompanied by their local chairman or an advisory co-employee.

(b) When a telegrapher is disciplined, he will be furnished with a written statement, upon request, showing the charges against him, and if his fellow telegraphers regard the discipline as unmerited, they may, by

committee take the matter up with the superintendent.

(c) Committeemen agree to take up no case until they have made an investigation and believe an injustice has been done.

(d) Appeal may be made to higher officers in regular order.

(e) Should it occur that after reconsideration a telegrapher is found not at fault in the case, he will be reinstated and paid the amount he would have earned during his term of suspension or discharge.

(f) Fines will not be assessed upon any telegrapher except United States Government fines for mail failures may be collected from the telegrapher if it is shown that he was at fault.

Committee Transportation.

(g) Committeemen will be furnished transportation when their services are required and will be granted leave of absence whenever it can be granted without injury to the service.

ARTICLE III.

Seniority, Vacancies, Etc.

(a) Seniority accompanied by efficiency will govern the promotion of telegraphers and their assignments to positions on each division or agreed territory.

(b) The Indianapolis, Springfield Division will be known as one territory. Seniority will date from last time entering service.

(c) Telegraphers transferred from one seniority territory to another shall rank from the date of transfer. When an office is transferred from one seniority territory to another, telegraphers affected shall retain their seniority from date of last employment.

(d) Telegraphers who have been in the service of the company for two or more years may be given leave of absence for six months, and at the end of that time, or before if desired, upon making application to the proper official, may resume their employment without losing their seniority; provided that no more than one such leave (other than short vacations) shall be given in any consecutive period of two years. Local chairman will be notified when this privilege is granted.

(It is understood that all requests for relief in compliance with this rule shall be given due consideration and leave of absence granted whenever relief men are available.)

(e) Seniority lists will be kept on file in the superintendent's office, and will be revised on January 1st, and July 1st, of each year and local chairman will be furnished a copy.

(f) Changes in assignments will be made only in case of vacancy, or when new positions are created, positions abolished or offices closed.

(g) When vacancies occur or new positions are created they will be advertised at once by a "23" message and the telegrapher desiring them will make written application within five days. Positions will be filled within thirty days. Local chairman will be fillers' position, and except as specified in filled.

Telegraphers shall not be eligible to return to a position vacated until it has been

advertised a second time unless there are no other applicants.

(h) Telegraphers entitled to promotion to vacancies, and who fail to apply for same, or decline promotion, do not thereby waive their seniority rights as far as future vacancies are concerned.

(i) When a position is abolished or an office closed the incumbent thereof may take any other position to which his seniority and merit entitle him; provided however, that he will not be permitted to displace a telegrapher filling a position which he has held continuously for three (3) years or longer and provided further that he make his selection within thirty days.

Should none of his juniors in the service be subject to displacement under this proviso the youngest regular assigned telegrapher in the service may be displaced.

All telegraphers displaced under this rule shall have the privilege of asserting their seniority accordingly.

Should an office be closed and reopened within a period of thirty days all telegraphers displaced under this rule shall return to their former positions.

In the event of a reduction in force the youngest telegrapher in the service will be laid off first. In event of re-employment the senior telegrapher laid off, if available, will be given work first.

(j) If an office is moved from one location to another if the distance exceeds two miles, and not beyond the location of another office, telegraphers affected shall decide within five days whether they will follow the office. If they decide not to follow the office, Section (i) applies; except that in case an office is moved to a location near another office, thereby causing another office to be closed or abolished, it will be considered the same as a new office and filled accordingly.

(k) Telegraphers are entitled to promotion to position of train dispatchers and their applications shall be given preference in making selections for these positions.

Telegraphers accepting positions not covered by this agreement, except train dispatchers position, and except as specified in Section (d), shall forfeit their seniority.

Telegraphers accepting train dispatcher's positions shall not forfeit their seniority but may assert it only by first going on the extra list and filing application for vacancies or new positions.

(l) If, after a fair trial, a regular telegrapher is found incompetent to perform the duties at an office to which he was assigned in accordance with Article III, he will be placed on the extra list until reassigned and will retain his seniority!

(m) With the permission of the proper officer of the company, telegraphers may trade positions temporarily, but not to exceed a period of thirty days.

ARTICLE IV.

Hours of Service.

(a) In three or more trick offices, eight consecutive hours shall constitute a day's work.

(b) In two trick offices, nine consecutive hours shall constitute a day's work.

(c) In one trick offices, ten hours exclusive of meal hour shall constitute a day's work.

Except as relieved for meals, the ten hours shall be consecutive.

(d) For exclusive agents, eleven consecutive hours including one hour for meals shall constitute a day's work.

(e) For assistant exclusive agents, twelve consecutive hours, including one hour for meals shall constitute a day's work.

(f) At (DI), (OA), and (WF) Indianapolis, ten consecutive hours including one hour for meals shall constitute a day's work.

(g) In these offices the first trick shall begin between 6:00 and 8:00 a. m. or 6:00 and 8:00 p. m.

ARTICLE V.

Clerical and Other Station Work.

(a) Telegraphers are required to do clerical and other station work to an extent that will not interfere with their wire work. Agents are expected to claim only a reasonable share of help from telegraphers in these additional duties.

(b) Telegraphers will not be required to scrub floors, clean windows or out-buildings, but they will be expected to keep their offices in a neat and orderly condition.

(c) Telegraphers will not be required to care for switch lights at stations where section men are located.

(d) Telegraphers will not be required to teach telegraphy; if they desire to take a student into their office, they must secure the permission of the superintendent.

(e) When a telegrapher is requested by the company to permit an operator to remain with him temporarily to learn the block system, rules, etc., such time will be reasonably limited.

ARTICLE VI.

Transportation When Transferred.

(a) Telegraphers transferred under orders will be granted free transportation for themselves, immediate family and their household goods.

ARTICLE VII.

Sunday Service.

(a) Telegraphers will be excused from Sunday duty as far as possible, and no reduction shall be made from their pay on that account.

ARTICLE VIII.

Service Letters.

(a) The superintendent, if requested to do so, will furnish a telegrapher leaving the service, with a letter showing his record.

GENERAL WAGE SCHEDULE.

ARTICLE IX.

Overtime, Special Call, Etc.

(a) Telegraphers required to remain on duty for any reason after the expiration of their regular hours will be paid overtime at the rate of forty (40) cents per hour.

(b) Telegraphers called for special service outside of their established hours will be allowed fifty (50) cents for the first hour or any part thereof, and forty (40) cents per hour thereafter.

(c) Telegraphers required to return and attend trains outside of their regular hours of duty, after being relieved, will be allowed overtime at the rate of fifty (50) cents per

hour for the first hour or any part thereof, and forty (40) cents per hour thereafter.

(d) In computing overtime, except in case of the first hour as per Sections (b) and (c) actual time worked will be counted. When the regular rate of pay exceeds the overtime rate, overtime will be paid pro-rata.

ARTICLE X.

Meal Hour.

(a) At offices where the hours of service provide for a meal hour, day telegraphers will be allowed one unbroken hour, commencing between 11:00 a. m. and 12:30 p. m., and night telegraphers will be allowed one unbroken hour, commencing between 11:00 p. m. and 12:30 a. m. for meals. When this cannot be done they will be allowed forty (40) cents for each meal hour missed, and allowed thirty minutes for meals at the first opportunity.

(b) At offices where the hours of service do not provide for a meal hour, telegraphers will be allowed such time for meals as the train service will permit.

ARTICLE XI.

Doubling.

(a) When telegraphers are required to double they will be paid at the rate of forty (40) cents per hour for all extra time held on duty.

ARTICLE XII.

Overtime Disallowed.

(a) Telegraphers will be notified when claims for overtime or special service are disallowed with reasons therefor.

ARTICLE XIII.

Switch Lamps.

(a) At stations where telegraphers are required to care for switch lamps, they will be allowed one dollar per light, per month; eight-day lamps will be furnished.

ARTICLE XIV.

Washouts, Wrecks, Etc.

(a) Telegraphers called for duty at wrecks, washouts, etc., will be paid at the rate of \$3.00 per day. Minimum for nine hours or less, \$3.00.

ARTICLE XV.

Gravel Pits.

(a) Minimum pay for telegraphers assigned to duty at gravel pits will be \$75.00 per month.

ARTICLE XVI.

New Positions, Changes, Etc.

(a) When new positions are created or new duties added to those already existing, compensation will be fixed upon the basis of wages paid at similar offices, and an effort will be made to adjust the compensation by mutual agreement between the superintendent and the telegraphers' committee. This to be done before new positions are permanently filled.

Commissions.

(b) When the handling of express or other business for which a commission is allowed is taken away from any telegrapher, the wages for the position affected will be in-

creased to conform to the rate paid at similar offices.

ARTICLE XVII.

Vacations.

(a) Telegraphers who are required to report for duty on eight or more Sundays in a year, and who have been in the service one year and less than two years, will be given seven days' vacation annually with pay, or, in lieu thereof, additional compensation for seven days at their regular rate of pay.

(b) Telegraphers who are required to report for duty on eight or more Sundays in a year, and who have been in the service, two or more years, will be given fifteen days' vacation annually with pay, or, in lieu thereof, additional compensation for fifteen days at their regular rate of pay.

Interpretation.

It is understood that in the application of Article XVII, telegraphers entitled to a vacation shall be granted same each calendar year regardless of any leave of absence they may have been granted in compliance with the terms of this agreement. It is further understood that no telegrapher will be entitled to a vacation until he has been assigned to a regular position in accordance with Article III, and has been required to report for duty on eight Sundays in regular assignment during the calendar year.

ARTICLE XVIII.

Examinations, Investigations, Etc.

(a) Telegraphers held off by the company for re-examination or to attend court or other business of the company will be paid for actual time lost and for necessary expenses.

(b) Telegraphers attending company investigations will be paid for time lost at their regular rate when not found at fault.

(c) When the company pays a telegrapher for time lost at court, his fees and mileage shall be assigned to the company. If no time is lost pay will not be allowed by the company and the employee may collect his own fees and mileage.

ARTICLE XIX.

Pay When Transferring.

(a) Regular telegraphers transferred to positions requiring a transfer of accounts will receive pay for the time* consumed in transferring the accounts, based upon rate of position from which transferred.

ARTICLE XX.

Regular Men Filling Temporary Positions, Etc.

(a) Telegraphers holding regular positions when working temporarily in other offices not located in the same building shall receive one dollar per day in addition to the regular pay for the office at which working, but not less than the regular rate of the relieving telegrapher. This will not apply to telegraphers entering dispatcher's offices or to telegraphers relieving others given leave of absence to attend committee meetings or other work pertaining to the Order of Railroad Telegraphers, and also will not apply

to operators who make written request to fill temporary vacancies.

(b) Regular telegraphers who perform the duties of relief agents shall receive the same rate of pay as allowed relief agents; minimum pay for relief agents to be \$100.00 per month, they to pay their own expenses. It is understood that to relieve any agent, is performing the duties of relief agent.

(c) Extra telegraphers shall receive the same salary as the men they relieve; minimum for any call shall be one day's pay at the rate paid at position for which called.

AGREEMENT.

It is mutually agreed between the Cincinnati, Indianapolis & Western Railroad Company and the telegraphers' committee that any telegrapher who enters the service of the United States Government, as a soldier, sailor or marine, for the duration of the present war, shall have the privilege of retaining his seniority as a telegrapher and may return to his former position, if physically able, within a reasonable time after being released from the Government service. It is understood that positions vacated on this account will be advertised in accordance with the telegrapher's agreement, but employees accepting them will not be entitled to displace other regular assigned telegraphers when the former employee returns to his position.

M. V. HYNES,

General Superintendent, C., I. & W. R. R.

J. H. CARTER,

General Chairman, O. R. T.

Indianapolis, Indiana, June 15, 1917.

NOTE.

Positions marked with double dagger (‡) will not be subject to bulletin as per Article III, Section (g), in case of vacancy, the company reserving the right to select men for these positions depending upon the qualifications of the applicants. It is understood that our agents and employees will be given preference in filling these positions. It is further understood that the employees filling these positions shall not be subject to displacement, as per Article III, Section (1).

For THE CINCINNATI, INDIANAPOLIS & WESTERN RAILROAD COMPANY,

M. V. HYNES,

General Superintendent.

For THE TELEGRAPHERS,

J. H. CARTER,

General Chairman.

* Express' commission.

† Western Union commission.

‡ Positions not subject to bulletin.

INDIANAPOLIS DIVISION.

Station and Position.	Rate per Month.
McGonigle (MN), agent and operator.*	\$71.00
Woods, agent.....	\$36.00
Oxford, freight agent.....	95 00
(XD), ticket agt. and opr., 1st trk.	85.00
Operator, second trk.....	72.50
Operator, third trk.....	72.50
College Corner (N), agent.....	*77.00
Assistant agent.....	44.00
Operator, second trk.....	70.00

Station and Position.	Rate per Month.
Cottage Grove (GE), agent and opr....	*\$ 77.00
Tower (CG), operator, first trick..	71.50
Operator, second trick.....	71.50
Operator, third trick.....	71.50
Liberty (BY), agent.....	87.50
Operator, first trick.....	77.00
Operator, second trick.....	72.00
Operator, third trick.....	71.00
Brownsville (RN), agent and operator	*72.00
Lyonsville, agent.....	*42.00
Connorsville (CV), freight agent.....	115.00
Ticket agent.....	75.00
Operator, first trick.....	*75.00
Operator, second trick.....	*75.00
Agent operator, third trick.....	*75.00
Glennwood (NY), agent and operator..	*71.00
Rushville (RS), freight agent.....	110.00
Ticket agent and opr., first trk...	*81.00
Operator, second trick.....	*72.00
Operator, third trick.....	*71.00
Arlington (AR), agent and operator..	*72.50
Morristown (MS), agent and operator	*75.00
Fountaintown, agent.....	*44.00
Reedville, agent.....	*44.00
New Palestine (P), agent and opr....	*72.50
State Street (AD), operator.....	78.00
Operator.....	78.00

SPRINGFIELD DIVISION.

Station and Position.	Rate per Month.
Indianapolis (WF), operator.....	\$ 76.00
(OA), car distributor.....	91.00
(DI), operator.....	83.00
Moorefield (W), operator first trick...	78.00
Operator, second trick.....	78.00
Speedway, agent.....	*65.00
Assistant agent.....	45.00
Tilden (KY), agent and operator.....	*65.00
Maplewood, agent.....	*40.00
Montclair, agent.....	*52.00
North Salem (NS), agent and operator	*80.00
Roachdale, agent.....	*90.00
Assistant agent.....	35.00
(RD), operator, first trick.....	78.00
Operator, second trick.....	73.00
Operator, third trick.....	73.00
Raccoon (RA), agent and operator...	*67.50
Russellville (RV), agent and operator	*80.00
Milligan (Q), agent and operator.....	*62.00
Guion, agent.....	52.00
Marshall (RS), agent and operator....	*83.50

Station and Position.	Rate per Month.
Bloomington (BO), agent and opr....	*\$ 84.50
Melcher (CH), agent and operator....	65.00
Montezuma, agent.....	*88.00
(MO), operator, first trick.....	72.00
Operator, second trick.....	72.00
Hillsdale (HI), agent and operator....	*82.00
Assistant agent.....	33.00
Dana (DA), agent and operator.....	*83.50
Assistant agent.....	30.00
Scotland (D), agent and operator....	*68.00
Chrisman (C), agent and operator....	*86.50
Metcalf (FA), agent and operator....	*82.00
Hume, agent.....	*89.00
Assistant agent.....	60.00
(HU), operator, first trick.....	72.50
Operator, second trick.....	71.00
Operator, third trick.....	70.00
Newman, agent.....	*78.00
(N), operator.....	70.00
Murdock (CK), agent and operator...	*71.00
Camargo (CM), agent and operator....	*74.00
Tuscola, agent.....	*105.00
Assistant agent.....	66.00
(Z), operator, first trick.....	70.00
Operator, second trick.....	70.00
Ficklin, agent.....	45.00
Garrett (G), agent and operator.....	*68.00
Atwood (A), agent and operator.....	*75.00
Pierson (S), agent and operator.....	*68.00
Hammond (H), joint agent and opr...	*41.00
Joint assistant agent.....	17.50
Lintner (NR), agent and operator....	*68.00
LaPlace (X), agent and operator....	*70.00
Decatur (DC), operator, first trick....	75.00
Operator, second trick.....	73.00
Osberville (SF), agent and operator...	*65.00
Mt. Auburn (AU), agent and operator	*78.00
Bolivia (BA), agent and operator....	*65.00
Roby (RO), agent and operator.....	*65.00
Buckhart (BU), agent and operator...	*65.00
Keys (KE), agent and operator.....	*66.00
E. Springfield (FN), operator, first trk.	76.00
Operator, second trick.....	71.00
Operator, third trick.....	70.00
Springfield, agent.....	105.00

For THE CINCINNATI, INDIANAPOLIS &
WESTERN RAILROAD COMPANY,
M. V. HYNES,
General Superintendent.

For THE TELEGRAPHERS,
J. H. CARTER,
General Chairman,

Cleveland, Cincinnati, Chicago & St. Louis Railway Co.

and

Peoria & Eastern Railway Company

(EFFECTIVE DECEMBER 1, 1916.)

ARTICLE I.

Effective December 1, 1916, all telegraph operators, telephone operators, also station agents and levermen specified in this schedule will be considered "telegraphers" within the meaning of these articles, irrespective of the title by which designated or the character of service performed, and will be governed by the regulations and paid at the

rate specified herein. When new positions are created, the provisions of this agreement will apply and the wages will be fixed to conform to positions of similar class.

ARTICLE II.

(a) Telegraphers will be considered in line of promotion, other things being equal, and the telegraphers whose positions are covered

by this schedule and who have served the longest, will have preference of positions in the schedule on the division where employed, and their seniority will date from their last entrance to the service as either station agent, telegrapher, telephoner or leverman, and will be effective when vacancies occur or new positions are created.

(b) In general and relay offices, vacancies will be filled by advancing the regular telegraphers according to their office seniority, and the last trick will be bulletined on all divisions.

(c) The right to promotion will be governed by ability and seniority; the telegrapher longest in the service as specified in paragraph (a) of this article will be entitled to first choice of vacancies or new positions, provided they are capable.

(d) In the event of a reduction of force in positions covered by this schedule, the incumbents of the positions abolished will have the right to any position covered by this schedule on the division where employed which they are competent to fill, and the incumbents thereof are their juniors in the service, provided, in doing so, they will not displace any telegrapher who has more than five years' seniority. In the event there are no telegraphers in the service with less than five years' seniority, the youngest telegrapher may be displaced.

(e) In the event of a reduction of force in general and relay offices, as shown in the wage scale, telegraphers so displaced may assert their seniority on the division from which they came in accordance with paragraph (c) of this article and remaining telegraphers will be set back in accordance with their office seniority in reverse of the order promoted. The general and relay offices included in this schedule are "AB" Indianapolis and "PD" Cincinnati.

(f) Telegraphers who are laid off on account of reduction of force, if qualifying, will have preference, according to seniority, on the divisions where employed, and will be given employment on other divisions in preference to telegraphers not in the service.

(g) Telegraphers bidding into general and relay offices, or telegraphers who have heretofore bid into such offices, shall retain their division seniority on the division from which they came, and may assert same on any vacancy that may occur on said division.

(h) Telegraphers who have become disqualified in general and relay offices and who have no division seniority, shall go on the extra list without seniority on the division of their choice. If they are so disqualified and have division seniority, they may assert such seniority only on the division from which they came, and only on vacancies that may occur or by displacing the youngest regular assigned telegrapher.

ARTICLE III.

Vacancies and new positions will be bulletined promptly to all offices on the division, and eligible telegraphers will be given ten days in which to apply for same. Such positions must be filled within thirty days. If for any reason the assigned applicant is not placed in his chosen position within thirty days from date of bulletin, he shall be paid, after thirty days, at the rate of position chosen instead of his previous rate,

unless the latter is higher than the rate of position chosen. Telegraphers declining promotion will not lose seniority. The chief dispatcher will notify the local chairman the name of each applicant and those assigned to vacancies. New positions of less than sixty days' duration will be considered temporary, and will be filled by extra men if such are available and competent.

ARTICLE IV.

A correct seniority list of telegraphers eligible to positions covered by this schedule will be furnished by the chief dispatcher to the general and local chairman during the last week of January and July of each year. A telegrapher may obtain his seniority standing upon application to the chief dispatcher.

ARTICLE V.

(a) Where but one telegrapher is employed in twenty-four hours, twelve consecutive hours, including meal hour, commencing between 6:00 and 8:00 a. m. or between 6:00 and 8:00 p. m., will constitute a day's work.

(b) Where two or more telegraphers are employed, eight consecutive hours will constitute a day's work. Twelve consecutive hours will constitute a day's work for agents whose duties do not of necessity include telegraphing or telephoning. The exception to this will be leverman as shown in the schedule of wages.

ARTICLE VI.

No time will be allowed for meals on tricks of eight hours or less, unless it is convenient to do so. Telegraphers working tricks longer than eight hours will be allowed one hour for meals, between 11:30 and 1:30 day or night, each day. When they cannot be excused between these hours, they will be paid thirty-five cents and allowed one hour for meals as soon thereafter as practicable.

ARTICLE VII.

Telegraphers will be paid overtime pro rata, but not less than thirty-five cents per hour for all time worked outside of regular hours. If called back to the office after being relieved from duty, an allowance of fifty cents will be made, and if kept on duty more than one hour, overtime will be paid pro rata, but not less than thirty-five cents per hour. Telegraphers in general and relay offices will be paid overtime at the rate of fifty cents per hour for all time worked outside of regular hours.

ARTICLE VIII.

(a) Telegraphers required to remain on duty to meet trains after the expiration of their regular assigned hours, will receive overtime pro rata, but not less than thirty-five cents for each hour so held.

(b) Telegraphers required to meet trains after being relieved will receive fifty cents for such service and regular overtime after the first hour.

ARTICLE IX.

In computing overtime, actual time worked will be counted. Overtime must be reported in writing to the proper official within forty-eight hours from time made, and if, for any reason, overtime is not allowed, telegraphers

will be notified giving the reason why not allowed.

ARTICLE X.

Telegraphers will not be disciplined until after an investigation of whatever charge is made against them. The investigation will be made, if practicable, without loss of time to the telegrapher, who may be accompanied thereat by another employe in the service of the company and of his own selection. Any telegrapher feeling aggrieved may be represented by a committee of his own selection, the members of which must be employes of this company. The result of the investigation will be announced within seven days after completion.

ARTICLE XI.

For attending court as witness by direction of the company, regular wages will be paid and necessary expenses when away from home.

ARTICLE XII.

(a) When telegraphers are temporarily transferred to positions paying lower rates than their regular assignments, they will be paid at their regular rates. If transferred to positions paying higher rates, they will be paid at the higher rates.

(b) When regularly assigned telegraphers are transferred from their regular positions to work extra, they will be paid one dollar per day in addition to their regular rates of pay, computed until they return to their regular positions or are relieved.

(c) Telegraphers transferred by order of the company, to accept bulletined positions, will be furnished free transportation for themselves, families and effects, and will be allowed regular pay while in transit and making transfer, at the rate of the position from which transfer is made.

(d) Telegraphers transferred on account of reduction of force will be furnished free transportation for themselves, families and effects.

ARTICLE XIII.

(a) Except in cases of sickness or disability telegraphers who have been in the service two years or more, when practicable, will be granted leave of absence for a period of thirty days or more but not to exceed ninety days, upon request, and at the expiration of that time, or before, if desired, upon making application to the proper official, may resume employment without losing their seniority. No second leave of absence, other than short vacations from time to time will be granted in any period of twelve months unless the applicant has been actively employed in his regular position for thirty days immediately preceding such second leave of absence. Representatives of the telegraphers acting in such capacity will be granted the necessary leave of absence.

(b) Except as provided in Section (a) of this article, telegraphers will be granted relief from time to time and will be granted transportation over the lines of this company.

(c) When telegraphers in general and relay offices are temporarily relieved for seven days or more, the other ranking telegraphers will be entitled to fill the vacancy during such leave if they so desire, but will not

be permitted to work more than one trick per day except on the day the change is made, nor will overtime be allowed for the double.

ARTICLE XIV.

Where other employes are available, telegraphers will not be required to clean station platform or grounds. They will not be required to oil interlocking plants or clean machinery where eight or more levers are used. They will not be required to clean snow from frogs or switches except in cases of emergencies. They will not be required to handle switch, block or signal lamps, but will see that they are kept burning; this is not to be construed to relieve telegraphers from the care of train order signal lamps, but lamps of an interlocking plant will not be considered train order signal lamps, within the intent of this article.

ARTICLE XV.

At stations where telegraphers are required to give bond, the premium will be paid by the company.

ARTICLE XVI.

(a) Telegraphers who are required to handle pumps will be allowed ten dollars per month in addition to their regular wages.

(b) Telegraphers will not be required to clean batteries where they exceed ten cells.

ARTICLE XVII.

For duty at wrecks, washouts or other emergencies, the time going to and coming from such wrecks or emergencies will be included at the overtime rate. Time to be computed from the time they are called to start until they return, or are released.

ARTICLE XVIII.

Telegraphers who have been in the service of the company two years or more, and who are working tricks longer than eight hours, will be given fifteen days' vacation annually with pay, or in lieu thereof, additional compensation for fifteen days at their regular rates of pay. Telegraphers who have been in the service of the company two years or more, and who are working tricks of eight hours or less, shall be given seven days' vacation annually with pay, or in lieu thereof, additional compensation for seven days at their regular rates of pay. This article does not apply to extra employes.

ARTICLE XIX.

Telegraphers will be excused from Sunday service whenever possible without detriment to the service.

ARTICLE XX.

Telegraphers handling crossing gates, or crossing bells operated by pumps, will be allowed five dollars per month in addition to the rate shown in the schedule.

ARTICLE XXI.

There shall be no change in the foregoing articles or the following wage scale until after thirty days' notice has been given by either party to the other, except that offices may be closed or reopened as may be necessary.

Allowance for gates or pumps and average express commissions included in total.

WAGE SCALE.

GENERAL AND RELAY OFFICES.

Station and Position.	Total per Month.
Indianapolis (AB), 20 telegraphers....	\$101.25
Cincinnati (PD), 4 telegraphers.....	101.25

CLEVELAND DIVISION.

Station and Position.	Total per Month.
Cleveland (UD), first trick.....	\$ 87.50
Cleveland (UD), second trick.....	87.50
Cleveland (UD), third trick.....	87.50
Cleveland (UD), fourth trick.....	87.50
Front Street, first trick leverman....	81.50
Front Street, second trick leverman..	81.50
Front Street, third trick leverman....	81.50
D. K., first trick leverman.....	84.50
D. K., second trick leverman.....	84.50
D. K., third trick leverman.....	84.50
Burton Street, first trick.....	81.50
Gates or pumps.....	\$5.00
Burton Street, second trick.....	81.50
Gates or pumps.....	5.00
Burton Street, third trick.....	81.50
Gates or pumps.....	5.00
Clark Ave., first trick.....	77.00
Clark Ave., second trick.....	77.00
Clark Ave., third trick.....	77.00
Knob, first trick.....	77.00
Knob, second trick.....	77.00
Knob, third trick.....	77.00
Linndale (JD), day telegrapher.....	82.00
Linndale (CF), first trick.....	82.00
Linndale, second trick.....	81.00
Linndale, third trick.....	81.00
Berea, first trick.....	80.50
Gates or pumps.....	5.00
Berea, second trick.....	80.50
Gates or pumps.....	5.00
Berea, third trick.....	76.50
West View, agent telegrapher.....	84.19
Express commission.....	2.19
Columbia, agent and first trick.....	88.31
Express commission.....	6.31
Columbia, second trick.....	74.50
Columbia, third trick.....	74.50
North Eaton, agent telegrapher.....	85.62
Express commission.....	3.62
Grafton, first trick.....	81.00
Gates or pumps.....	5.00
Grafton, second trick.....	81.00
Gates or pumps.....	5.00
Grafton, third trick.....	81.00
Gates or pumps.....	5.00
Huff, first trick.....	80.50
Huff, second trick.....	80.50
Huff, third trick.....	80.50
Huff, day leverman (12 hours).....	68.00
Rochester, agent.....	91.91
Gates or pumps.....	10.00
Express commission.....	9.41
Rochester, day telegrapher.....	79.50
Gates or pumps.....	5.00
Hiles, first trick.....	77.00
Hiles, second trick.....	77.00
Hiles, third trick.....	76.00
Boyd, first trick.....	82.00
Boyd, second trick.....	82.00
Boyd, third trick.....	82.00
Boyd, day leverman, 12 hours).....	68.00
Station and Position.	Total per Month.
Shiloh, first trick.....	\$ 79.50
Gates or pumps.....	\$5.00
Shiloh, second trick.....	78.50
Gates or pumps.....	5.00
Shiloh, third trick.....	73.50
Shelby, first trick.....	80.50
Shelby, second trick.....	80.50
Shelby, third trick.....	80.50
Shelby, day leverman (12 hours).....	68.00
Vernon, agent.....	83.55
Express commission.....	1.05
Vernon, first trick.....	78.00
Vernon, second trick.....	78.00
Vernon, third trick.....	78.00
Crestline, first trick.....	81.50
Crestline, second trick.....	81.50
Crestline, third trick.....	81.50
Galion, first trick.....	86.00
Galion, second trick.....	86.00
Galion, third trick.....	86.00
St. James, agent and first trick.....	82.69
Express commission.....	6.19
St. James, second trick.....	74.50
St. James, third trick.....	74.00
Edison, first trick (joint).....	48.50
Gates or pumps.....	5.00
Edison, second, trick (joint).....	43.50
Gates or pumps.....	5.00
Edison, third trick.....	76.00
Mt. Gilead, agent telegrapher.....	95.50
Cardington, first trick.....	77.00
Cardington, second trick.....	74.00
Cardington, third trick.....	74.00
Ashley, agent.....	107.21
Express commission.....	31.71
Ashley, first trick.....	76.00
Ashley, second trick.....	76.00
Ashley, third trick.....	76.00
Leonardsburg, agent and first trick..	82.71
Express commission.....	\$6.21
Leonardsburg, second trick.....	74.00
Leonardsburg, third trick.....	74.00
Lewis Center, agent and first trick....	82.76
Express commission.....	4.26
Lewis Center, second trick.....	73.50
Lewis Center, third trick.....	73.50
Caledonia, agent (joint).....	52.22
Express commission.....	11.72
Marion (HF), day telegrapher.....	75.00
Longville, first trick.....	74.50
Longville, second trick.....	74.50
Longville, third trick.....	74.50
Agosta, agent telegrapher.....	78.13
Express commission.....	8.13
LaRue, first trick.....	76.00
LaRue, second trick.....	76.00
LaRue, third trick.....	76.00
Marsh, first trick.....	74.50
Marsh, second trick.....	74.50
Marsh, third trick.....	74.50
Mt. Victory, agent telegrapher.....	99.79
Express commission.....	24.29
Ridgeway, agent.....	113.27
Express commission.....	23.77
Hayes, first trick.....	79.50
Hayes, second trick.....	79.50
Hayes, third trick.....	79.50
Rushsylvania, agent.....	93.54
Express commission.....	18.04
Rushsylvania, first trick.....	75.00
Rushsylvania, second trick.....	75.00
Rushsylvania, third trick.....	75.00
Nelson, first trick.....	75.00
Nelson, second trick.....	75.00
Nelson, third trick.....	75.00

Station and Position.	Total per Month.
Bellefontaine (DI), one trick.....	\$ 88.00
Bellefontaine (DI), one trick.....	88.00

INDIANAPOLIS DIVISION.

Station and Position.	Total per Month.
Bellefontaine (DI), one trick.....	\$ 88.00
Bellefontaine (DI), one trick.....	88.00
Bellefontaine Yard, first trick.....	84.50
Bellefontaine Yard, second trick.....	84.50
Bellefontaine Yard, third trick.....	84.50
Bellefontaine (FK), day telegrapher..	75.00
Bellefontaine Depot, first trick.....	84.50
Bellefontaine Depot, second trick.....	84.50
Bellefontaine Depot, third trick.....	84.50
Bellefontaine Depot, fourth trick.....	84.50
Gretna, first trick.....	75.00
Gretna, second trick.....	75.00
Gretna, third trick.....	75.00
DeGraff, agent.....	120.83
Express commission.....	\$45.08
DeGraff, first trick.....	77.00
DeGraff, second trick.....	77.00
DeGraff, third trick.....	77.00
Quincy, agent.....	88.73
Express commission.....	13.73
Morgan, first trick.....	76.00
Morgan, second trick.....	76.00
Morgan, third trick.....	76.00
Pemberton, agent telegrapher.....	78.12
Express commission.....	3.12
Mix, first trick.....	75.00
Mix, second trick.....	75.00
Mix, third trick.....	75.00
Sidney, agent.....	103.00
Sidney, first trick.....	80.50
Sidney, second trick.....	80.50
Spafford, first trick.....	75.00
Spafford, second trick.....	75.00
Spafford, third trick.....	75.00
Lamb, first trick.....	82.00
Gates or pumps.....	10.00
Lamb, second trick.....	75.00
Lamb, third trick.....	75.00
Houston, agent.....	81.88
Express commission.....	5.88
Russia, agent telegrapher.....	80.05
Express commission.....	2.55
Versailles, agent.....	112.63
Express commission.....	31.88
Harvard, first trick.....	76.00
Harvard second trick.....	76.00
Harvard, third trick.....	76.00
Ansonia, (joint) agent.....	60.67
Express commission.....	23.42
Ansonia (joint), first trick.....	40.00
Ansonia (joint), second trick.....	40.00
Ansonia (joint), third trick.....	40.00
Elroy, first trick.....	75.00
Elroy, second trick.....	75.00
Elroy, third trick.....	75.00
Dolby, first trick.....	75.00
Union City, first trick.....	79.50
Union City, second trick.....	79.50
Union City, third trick.....	79.50
Harrisville, first trick.....	75.00
Harrisville, second trick.....	75.00
Harrisville, third trick.....	75.00
Winchester, agent.....	103.00
Winchester, first trick.....	79.50
Winchester, second trick.....	79.50
Winchester, third trick.....	79.50
Farmland, agent.....	91.77
Express commission.....	11.77

Station and Position.	Total per Month.
Farmland, first trick.....	\$ 75.00
Farmland, second trick.....	75.00
Farmland, third trick.....	75.00
Parker City, agent telegrapher.....	92.74
Express commission.....	\$12.74
Connor, first trick.....	75.00
Connor, second trick.....	75.00
Connor, third trick.....	75.00
Selma, agent.....	80.46
Express commission.....	2.46
Vance, first trick.....	83.50
Gates or pumps.....	5.00
Vance, second trick.....	83.50
Gates or pumps.....	5.00
Vance, third trick.....	78.50
Muncie Depot, first trick.....	78.50
Muncie Depot, second trick.....	78.50
Muncie Depot, third trick.....	78.50
Hart, first trick.....	75.00
Hart, second trick.....	75.00
Hart, third trick.....	75.00
Yorktown, agent.....	93.48
Express commission.....	4.48
Dolby, first trick.....	75.00
Dolby, second trick.....	75.00
Dolby, third trick.....	75.00
Daleville, agent telegrapher.....	87.62
Express commission.....	3.62
Chesterfield, first trick.....	75.00
Chesterfield, second trick.....	75.00
Chesterfield, third trick.....	75.00
Gridley, first trick.....	78.50
Gridley, second trick.....	78.50
Gridley, third trick.....	78.50
Anderson, first trick.....	80.00
Anderson, second trick.....	80.00
C. I. Tower (12 hrs.), 1st trk. leverman	70.50
Gates or pumps.....	\$5.00
C. I. Tower (12 hrs.), 2d trk. leverman	65.50
South Anderson, first trick.....	80.50
South Anderson, second trick.....	80.50
South Anderson, third trick.....	80.50
Taft, first trick.....	78.50
Taft, second trick.....	78.50
Taft, third trick.....	78.50
Pendleton, agent telegrapher.....	91.02
Express commission.....	\$15.02
Fogtville, agent.....	113.73
Express commission.....	28.73
David, first trick.....	75.00
David, second trick.....	75.00
David, third trick.....	75.00
McCords, agent telegrapher.....	81.39
Express commission.....	1.39
Post, first trick.....	75.00
Post, second trick.....	75.00
Post, third trick.....	75.00
Lawrence, agent telegrapher.....	80.84
Express commission.....	2.84
Eastwood, first trick.....	77.00
Eastwood, second trick.....	77.00
Eastwood, third trick.....	77.00
Brightwood Yards, first trick.....	83.50
Brightwood Yards, second trick.....	83.50
Brightwood Yards, third trick.....	83.50
Belt Junction, first trick.....	79.50
Belt Junction, second trick.....	79.50
Belt Junction, third trick.....	79.50
Brightwood, agent.....	96.72
Express commission.....	13.22
D. X., first trick leverman.....	69.50
D. X., second trick leverman.....	69.50
D. X., third trick leverman.....	69.50
Mass. Ave., agent telegrapher.....	90.00
Mass. Ave., first trick leverman.....	67.00

Station and Position.	Total per Month.
Mass. Ave., second trick leverman....	\$ 67.00
Mass. Ave., third trick leverman.....	67.00

CINCINNATI-SANDUSKY DIVISION.

Station and Position.	Total per Month.
West Sharon, first trick.....	\$ 77.00
West Sharon, second trick.....	77.00
West Sharon, third trick.....	77.00
Sharon Yard, first trick.....	87.00
Sharon Yard, second trick.....	87.00
Sharonville, agent.....	90.44
Express commission.....	\$ 7.94
East Sharon, first trick.....	77.00
East Sharon, second trick.....	77.00
East Sharon, third trick.....	77.00
West Chester, agent telegrapher.....	83.82
Express commission.....	3.42
Mauds, agent and first trick.....	83.04
Express commission.....	5.04
Mauds, second trick.....	75.50
Mauds, third trick.....	75.50
Hughes, agent.....	74.96
Express commission.....	1.96
Kyles, agent telegrapher.....	84.77
Express commission.....	1.77
Monroe, agent telegrapher.....	81.82
Express commission.....	3.32
M. & C. Junction, first trick.....	77.00
M. & C. Junction, second trick.....	77.00
M. & C. Junction, third trick.....	77.00
Middletown Yard, first trick.....	80.00
Middletown Yard, second trick.....	80.00
Middletown Yard, third trick.....	80.00
Wells, first trick.....	76.00
Wells, second trick.....	76.00
Wells, third trick.....	76.00
Carlisle Junction, first trick.....	77.00
Carlisle Junction, second trick.....	77.00
Carlisle Junction, third trick.....	77.00
Franklin, day telegrapher.....	77.00
Miamisburg, first trick.....	76.00
Miamisburg, second trick.....	76.00
Miamisburg, third trick.....	76.00
West Carrollton Station, agent.....	104.05
Express commission.....	20.55
West Carrollton Tower, first trick.....	76.00
West Carrollton Tower, second trick.....	76.00
West Carrollton Tower, third trick.....	76.00
Sand Cut, first trick.....	74.50
Sand Cut, second trick.....	74.50
Sand Cut, third trick.....	74.50
Dayton Freight House, day teleg.....	77.00
Draw Bridge, first trick.....	79.00
Draw Bridge, second trick.....	79.00
Draw Bridge, third trick.....	79.00
Dayton Yard, first trick.....	84.00
Dayton Yard, second trick.....	84.00
Dayton Yard, third trick.....	84.00
Knisley, first trick.....	74.50
Knisley, second trick.....	74.50
Knisley, third trick.....	74.50
Simms, first trick.....	74.50
Simms, second trick.....	74.50
Simms, third trick.....	74.50
Osborn Station, agent.....	100.98
Express commission.....	9.48
Osborn (ON), first trick.....	82.00
Gates or pumps.....	5.00
Osborn (ON), second trick.....	82.00
Gates or pumps.....	5.00
Osborn (ON), third trick.....	77.00
Enon, agent.....	83.87
Express commission.....	1.87

Station and Position.	Total per Month.
Enon, first trick.....	\$ 74.50
Enon, second trick.....	74.50
Enon, third trick.....	74.50
Cold Springs, first trick.....	79.00
Cold Springs, second trick.....	79.00
Cold Springs, third trick.....	79.00
West End, first trick.....	79.00
West End, second trick.....	79.00
West End, third trick.....	79.00
Springfield Junction, first trick.....	88.00
Springfield Junction, second trick.....	88.00
Springfield Junction, third trick.....	88.00
Springfield Junction, fourth trick.....	88.00
Springfield Junction, fifth trick.....	88.00
Springfield Junction, sixth trick.....	88.00
Springfield Yard, first trick.....	91.00
Springfield Yard, second trick.....	89.00
Springfield Yard, third trick.....	89.00
Moorfield, agent telegrapher.....	78.43
Express commission.....	\$ 2.43
Catawba, agent and first trick.....	87.54
Gates or pumps.....	10.00
Express commission.....	4.04
Catawba, second trick.....	74.00
Catawba, third trick.....	74.00
Mechanicsburg, agent.....	97.00
Mechanicsburg, day telegrapher.....	75.00
Irwin, agent telegrapher.....	85.75
Express commission.....	6.75
Milford Center, agent.....	75.62
Express commission.....	7.12
Marysville, day telegrapher.....	74.00
Dover, agent telegrapher.....	79.67
Express commission.....	3.17
Ostrander, agent telegrapher.....	85.15
Express commission.....	14.65
White Sulphur, agent telegrapher.....	78.40
Express commission.....	2.40
Delaware, first trick.....	82.00
Delaware, second trick.....	82.00
Delaware, third trick.....	82.00
East Street first trick (joint).....	39.50
East Street, second trick (joint).....	39.50
East Street, third trick.....	79.00
Carney (joint), first trick.....	38.50
Carney (joint), second trick.....	38.50
Carney (joint), third trick.....	38.50
Brooks, first trick.....	74.50
Brooks, second trick.....	74.50
Brooks, third trick.....	74.50
Plattsburgh, agent telegrapher.....	83.62
Express commission.....	3.62
Myers, first trick.....	74.50
Myers, second trick.....	74.50
Myers, third trick.....	74.50
London, first trick.....	76.50
London, second trick.....	76.50
London, third trick.....	76.50
Deer Creek, first trick.....	74.50
Deer Creek, second trick.....	74.50
Deer Creek, third trick.....	74.50
Lilly Chapel, agent and first trick....	83.62
Express commission.....	4.62
Lilly Chapel, second trick.....	74.50
Georgesville, agent telegrapher.....	82.02
Express commission.....	2.02
Galloway, agent and first trick.....	80.71
Express commission.....	3.21
Galloway, second trick.....	74.50
Galloway, third trick.....	74.50
Avenue, day telegrapher.....	74.50
Miami Crossing, first trick.....	76.00
Miami Crossing, second trick.....	76.00

Station and Position.	Total per Month.
Miami Crossing, third trick.....	\$ 76.00
Locking Valley Crossing, first trick lev	79.00
Locking Val. Cross., second-trick lev	76.50
Locking Val. Cross., third trick lev..	76.50
Locking Val. Cross., fourth trick lev..	76.50
Dennison Ave., first trick.....	84.00
Dennison Ave., second trick.....	84.00
Dennison Ave., third trick.....	84.00
Columbus (CD), day telegrapher.....	92.00
Fifth Ave. (RJ), first trick.....	82.00
Gates or pumps.....	\$ 5.00
Fifth Ave. (RJ), second trick.....	82.00
Gates or pumps.....	5.00
Fifth Ave. (RJ), third trick.....	82.00
Gates or pumps.....	5.00
Men Echo, first trick.....	74.50
Men Echo, second trick.....	74.50
Men Echo, third trick.....	74.50
Jrbana, first trick.....	74.00
Jrbana, second trick.....	74.00
Jrbana, third trick.....	74.00
Jippincotts, first trick.....	73.50
Jippincotts, second trick.....	73.50
Jippincotts, third trick.....	73.50
West Liberty, agent.....	113.03
Express commission.....	42.53
West Liberty, first trick.....	73.50
West Liberty, second trick.....	73.50
West Liberty, third trick.....	73.50
West, first trick.....	83.00
West, second trick.....	83.00
West, third trick.....	83.00
Wuntsville (BR), agent.....	79.08
Express commission.....	6.08
Wuntsville (BR), first trick.....	74.50
Wuntsville (BR), second trick.....	74.50
Wuntsville (BR), third trick.....	74.50
Belle Center, agent.....	109.59
Express commission.....	41.09
Belle Center, first trick.....	73.50
Belle Center, second trick.....	73.50
Belle Center, third trick.....	73.50
Silver Creek, first trick.....	73.50
Silver Creek, second trick.....	73.50
Silver Creek, third trick.....	73.50
Centon, day telegrapher.....	74.00
Hill Siding, first trick.....	73.50
Hill Siding, second trick.....	73.50
Hill Siding, third trick.....	73.50
Frants, first trick.....	73.50
Frants, second trick.....	73.50
Frants, third trick.....	73.50
Vharton, agent.....	87.46
Express commission.....	15.96
Vharton, first trick.....	73.50
Vharton, second trick.....	73.50
Vharton, third trick.....	73.50
Warey, first trick.....	79.00
Warey, second trick.....	77.00
Warey, third trick.....	77.00
Derwick (joint), agent.....	44.20
Express commission.....	3.20
Wiffin, first trick.....	77.00
Wiffin, second trick.....	73.50
Wastalia, agent telegrapher.....	93.43
Express commission.....	13.93
Wandusky, first trick.....	83.50
Wandusky, second trick.....	77.00
Wandlay, day telegrapher.....	77.00
Wan Lue, agent telegrapher.....	75.85
Express commission.....	6.85

CHICAGO DIVISION.		Total per Month.
Station and Position.		
Wood Street, day telegrapher.....		\$ 83.00
Carr Street, first trick.....		85.00
Carr Street, second trick.....		80.00
Oklahoma Tower, first trick lever.....		76.00
Oklahoma Tower, second trick lever...		76.00
Oklahoma Tower, third trick lever...		76.00
Storrs, first trick.....		82.00
Storrs, second trick.....		82.00
Storrs, third trick.....		82.00
Sedamsville, agent.....		65.00
Sedamsville, first trick.....		76.00
Sedamsville, second trick.....		76.00
Sedamsville, third trick.....		76.00
Riverside (MS), day telegrapher.....		76.00
Riverside (RD), first trick.....		82.00
Riverside (RD), second trick.....		82.00
Riverside (RD), third trick.....		82.00
Trautman, agent telegrapher.....		81.29
Express commission.....		\$ 4.29
Delhi, agent.....		59.98
Express commission.....		3.98
Fernbank, agent and first trick.....		83.45
Express commission.....		2.45
Fernbank, second trick.....		74.75
Fernbank, third trick.....		74.75
Addyston, agent.....		95.52
Express commission.....		7.52
Griffith, day telegrapher.....		75.50
North Bend, agent.....		82.38
Express commission.....		3.38
Cleves, agent.....		88.34
Express commission.....		8.34
Valley Jct., agent and first trick.....		81.00
Valley Jct., second trick.....		77.00
Valley Jct., third trick.....		77.00
Lawrenceburg Jct., agent and first trk		87.00
Lawrenceburg Jct., second trick.....		74.75
Lawrenceburg Jct., third trick.....		74.75
Guilford, agent telegrapher.....		84.88
Express commission.....		7.88
Manford, first trick.....		74.75
Manford, second trick.....		74.75
Manford, third trick.....		74.75
Code, day telegrapher.....		77.00
Weisburg, agent telegrapher.....		82.76
Express commission.....		13.76
Sunman, agent telegrapher.....		87.31
Express commission.....		30.31
Brow, first trick.....		74.75
Brow, second trick.....		74.75
Brow, third trick.....		74.75
Morris, agent telegrapher.....		75.84
Express commission.....		6.84
Hyde, first trick.....		74.75
Hyde, second trick.....		74.75
Hyde, third trick.....		74.75
Batesville, agent telegrapher.....		95.00
Newpoint, agent telegrapher.....		95.56
Express commission.....		14.56
McCoy, first trick.....		74.75
McCoy, second trick.....		74.75
McCoy, third trick.....		74.75
Greensburg, first trick.....		87.00
Greensburg, second trick.....		87.00
Greensburg, third trick.....		87.00
Greensburg Tower, first trick lever...		75.00
Greensburg Tower, second trick lever.		75.00
Greensburg Tower, third trick lever..		75.00
Day, first trick.....		74.75
Day, second trick.....		74.75
Day, third trick.....		74.75
St. Paul, agent and first trick.....		95.05
Express commission.....		17.05
St. Paul, second trick.....		74.75

Station and Position.	Total per Month.	Station and Position.	Total per Month.
Waldron, agent telegrapher.....	\$ 78.99	Rex, second trick.....	\$ 74.75
Express commission.....	\$12.99	Rex, third trick.....	74.75
Clifty, first trick.....	74.75	Altamont, first trick.....	74.75
Clifty, second trick.....	74.75	Altamont, second trick.....	74.75
Clifty, third trick.....	74.75	Altamont, third trick.....	74.75
Vine, first trick.....	80.00	Lafayette Tower, first trick lever....	77.00
Vine, second trick.....	77.00	Lafayette Tower, second trick lever....	77.00
Vine, third trick.....	77.00	Lafayette Tower, third trick lever....	77.00
Shelbyville, night telegrapher.....	75.00	Lafayette Yard, first trick.....	81.00
Fairland, agent.....	84.95	Lafayette Yard, second trick.....	81.00
Express commission.....	6.95	Lafayette Yard, third trick.....	81.00
Fairland, first trick.....	74.75	Atkinson, agent telegrapher.....	80.23
Fairland, second trick.....	74.75	Express commission.....	\$ 1.23
Fairland, third trick.....	74.75	Swanington (joint), agent.....	39.50
Briar, first trick.....	74.75	Swanington (joint), first trick.....	39.50
Briar, second trick.....	74.75	Swanington (joint), second trick.....	39.50
Briar, third trick.....	74.75	Swanington (joint), third trick.....	39.50
Acton, agent telegrapher.....	72.51	Fowler, agent.....	136.79
Express commission.....	4.51	Express commission.....	64.79
Dix, first trick.....	74.75	Fowler, first trick.....	74.75
Dix, second trick.....	74.75	Fowler, second trick.....	74.75
Dix, third trick.....	74.75	Fowler, third trick.....	74.75
Beech Grove, first trick.....	80.00	Earl Park, agent.....	102.75
Beech Grove, second trick.....	80.00	Express commission.....	28.75
Beech Grove, third trick.....	80.00	Earl Park, first trick.....	74.75
Hill, day telegrapher.....	87.00	Earl Park, second trick.....	74.75
Belt Crossing, first trick lever.....	68.50	Earl Park, third trick.....	74.75
Belt Crossing, second trick lever.....	68.50	Raub, agent telegrapher.....	85.48
Belt Crossing, third trick lever.....	68.50	Express commission.....	5.48
Shops, first trick.....	85.00	Sheldon, agent.....	130.86
Shops, second trick.....	80.00	Express commission.....	45.86
Pine St., first trick lever.....	64.00	Sheldon, first trick.....	79.00
Gates or pumps.....	5.00	Sheldon, second trick.....	79.00
Pine St., second trick lever.....	64.00	Sheldon, third trick.....	79.00
Gates or pumps.....	5.00	Iroquois, agent and first trick.....	88.03
Pine St., third trick lever.....	64.00	Express commission.....	13.03
Gates or pumps.....	5.00	Iroquois, second trick.....	74.75
Indpls. Dispr. Office, first trick.....	88.00	Iroquois, third trick.....	74.75
Indpls. Dispr. Office, second trick.....	88.00	Donovan, agent telegrapher.....	90.41
Indpls. Dispr. Office, third trick.....	88.00	Express commission.....	17.41
Brant, first trick.....	81.00	Donovan, second trick.....	74.75
Brant, second trick.....	80.00	Donovan, third trick.....	74.75
Brant, third trick.....	80.00	Beaverville, agent telegrapher.....	87.53
Augusta, agent and first trick.....	88.22	Express commission.....	11.53
Express commission.....	4.22	Beaverville, second trick.....	74.75
Augusta, second trick.....	77.00	Beaverville, third trick.....	74.75
Augusta, third trick.....	77.00	St. Anne, first trick.....	80.00
Zionsville, agent and first trick.....	93.17	Aroma Park, agent and first trick....	83.00
Express commission.....	9.17	Express commission.....	3.60
Zionsville, second trick.....	74.75	Aroma Park, second trick.....	74.75
Zionsville, third trick.....	74.75	Aroma Park, third trick.....	74.75
Whitestown, agent and first trick....	82.09	Kankakee, first trick.....	82.00
Express commission.....	4.09	Kankakee, second trick.....	82.00
Whitestown, second trick.....	74.75	Kankakee, third trick.....	82.00
Whitestown, third trick.....	74.75	Bonfield, agent telegrapher.....	76.29
Lebanon, agent.....	100.00	Express commission.....	11.29
Lebanon, first trick.....	74.75	Essex, agent telegrapher.....	73.06
Lebanon, second trick.....	74.75	Express commission.....	3.06
Lebanon, third trick.....	74.75	Coster (joint), day telegrapher.....	41.00
Hazlerigg, agent and first trick.....	79.68	Gardner, agent telegrapher.....	76.63
Express commission.....	5.68	Express commission.....	1.63
Hazlerigg, second trick.....	74.75	Wauponsee, agent telegrapher.....	67.43
Hazlerigg, third trick.....	74.75	Express commission.....	2.43
Thorntown, agent.....	89.00	Burney, agent telegrapher.....	73.99
Thorntown, first trick.....	74.75	Express commission.....	7.99
Thorntown, second trick.....	74.75	Rugby, agent telegrapher.....	72.74
Thorntown, third trick.....	74.75	Express commission.....	7.74
Colfax, third trick.....	79.00	Hope, agent telegrapher.....	80.00
Clarks Hill, agent.....	80.60	Columbus, agent telegrapher.....	71.00
Express commission.....	10.60	Franklin, agent telegrapher.....	88.00
Clarks Hill, one trick.....	80.00	Morgantown, agent telegrapher.....	75.00
Clarks Hill, one trick.....	80.00	Martinsville, agent telegrapher.....	90.00
Stockwell, agent telegrapher.....	85.29	Aurora, agent telegrapher.....	93.00
Express commission.....	10.54	Harrison, agent telegrapher.....	82.00
Rex, first trick.....	74.75		

Station and Position.	Total per Month.	Station and Position.	Total per Month.
New Trenton, agent telegrapher.....	\$ 70.01	Vermilion, third trick.....	\$ 75.00
Express commission.....	\$ 5.01	Paris (P), first trick.....	86.00
Cedar Grove, agent telegrapher.....	73.61	Paris (P), second trick.....	86.00
Express commission.....	7.61	Paris (P), third trick.....	86.00
Brookville, agent.....	92.50	Paris (A), first trick.....	86.00
Brookville, day telegrapher.....	74.00	Paris (A), second trick.....	86.00
Metamora, agent telegrapher.....	75.62	Paris (A), third trick.....	86.00
Express commission.....	10.62	Paris (GO), day telegrapher.....	84.00
Laurel, agent telegrapher.....	86.30	Dudley, agent telegrapher.....	85.83
Express commission.....	19.30	Express commission.....	\$ 5.33
Connorsville, day telegrapher.....	75.00	Dudley, second trick.....	75.00
Beeson, agent telegrapher.....	74.00	Dudley, third trick.....	75.00
Gates or pumps.....	10.00	Kansas, agent.....	113.31
Milton, agent telegrapher.....	54.00	Express commission.....	31.81
ST. LOUIS DIVISION.			
Station and Position.	Total per Month.	Kansas, first trick.....	76.50
Indianapolis (IJ), first trick lever.....	\$ 73.00	Kansas, second trick.....	76.50
Indianapolis (IJ), second trick lever.....	73.00	Kansas, third trick.....	76.50
Indianapolis (IJ), third trick leverman	73.00	Ashmore, agent and first trick.....	92.37
B. X. Tower, first trick lever.....	73.00	Express commission.....	13.87
B. X. Tower, second-trick lever.....	73.00	Ashmore, second trick.....	75.00
B. X. Tower, third trick lever.....	73.00	Ashmore, third trick.....	75.00
Mt. Jackson, first trick.....	83.00	Charleston, agent.....	103.00
Mt. Jackson, second trick.....	83.00	Charleston, first trick.....	75.00
Mt. Jackson, third trick.....	83.00	Charleston, second trick.....	75.00
Danville, agent.....	103.00	Charleston, third trick.....	75.00
Danville, day telegrapher.....	75.00	Loxa, agent and first trick.....	79.06
Nash, first trick.....	75.00	Express commission.....	2.06
Nash, second trick.....	75.00	Loxa, second trick.....	75.00
Nash, third trick.....	75.00	Starr, first trick.....	80.00
Hadley, agent telegrapher.....	86.51	Starr, second trick.....	80.00
Express commission.....	\$ 6.51	Starr, third trick.....	80.00
Reno, agent telegrapher.....	82.25	Mattoon (DI), first trick.....	88.00
Express commission.....	1.25	Mattoon (DI), second trick.....	88.00
Fillmore, agent telegrapher.....	82.68	Mattoon (DI), third trick.....	88.00
Express commission.....	1.68	Mattoon (DI), fourth trick.....	88.00
Greencastle, first trick.....	81.50	Mattoon (DI), fifth trick.....	88.00
Greencastle, second trick.....	78.50	Mattoon (MX), (joint), first trick.....	38.50
Greencastle, third trick.....	78.50	Mattoon (MX), (joint), second trick.....	38.50
Alma, day telegrapher.....	75.00	Mattoon (MX), (joint), third trick.....	38.50
Lena, agent telegrapher.....	83.65	Karl, first trick.....	78.00
Express commission.....	2.65	Karl, second trick.....	78.00
Carbon, agent.....	95.11	Karl, third trick.....	78.00
Express commission.....	7.61	Gays, agent telegrapher.....	90.07
Carbon, day telegrapher.....	78.50	Express commission.....	8.07
Perth, agent telegrapher.....	81.50	Windsor, agent.....	101.60
Express commission.....	4.00	Express commission.....	23.60
Coal Bluff, agent telegrapher.....	85.64	Windsor, first trick.....	76.00
Express commission.....	4.64	Windsor, second trick.....	76.00
Fontanet, agent.....	94.61	Windsor, third trick.....	76.00
Express commission.....	8.61	Middlesworth, agent and first trick..	80.49
Burnett (joint), first trick.....	37.50	Express commission.....	\$ 1.99
Burnett (joint), second trick.....	37.50	Middlesworth, second trick.....	75.00
Burnett (joint), third trick.....	37.50	Shelbyville, agent.....	103.00
Duane, first trick.....	84.00	Shelbyville, day telegrapher.....	75.00
Duane, second trick.....	84.00	Moulton, first trick.....	76.00
Duane, third trick.....	84.00	Moulton, second trick.....	76.00
Terre Haute (JR), first trick.....	84.00	Moulton, third trick.....	76.00
Terre Haute (JR), second trick.....	84.00	Tower Hill, agent.....	95.63
Terre Haute (JR), third trick.....	84.00	Express commission.....	17.13
Waver, first trick.....	78.00	Tower Hill, first trick.....	76.00
Waver, second trick.....	78.00	Tower Hill, second trick.....	76.00
Waver, third trick.....	78.00	Tower Hill, third trick.....	76.00
St. Marys, agent telegrapher.....	91.71	Pana (joint), first trick.....	42.50
Express commission.....	9.71	Pana (joint), second trick.....	42.50
Sandford, agent and first trick.....	87.31	Pana (joint), third trick.....	42.50
Express commission.....	3.31	Pana, first trick lever.....	74.00
Sandford, second trick.....	75.00	Pana, second trick lever.....	74.00
Sandford, third trick.....	75.00	Pana, third trick lever.....	74.00
Vermilion, agent and first trick.....	84.49	Rosamond, agent and first trick.....	84.00
Express commission.....	3.99	Express commission.....	5.00
Vermilion, second trick.....	75.00	Rosamond, second trick.....	75.00
		Rosamond, third trick.....	75.00
		Ohlman, agent telegrapher.....	85.91
		Express commission.....	6.91

		CAIRO DIVISION.	
Station and Position.	Total per Month.	Station and Position.	Total per Month.
Nokomis, agent.....	\$132.63	Danville (DN), first trick.....	\$ 81.50
Express commission.....	\$ 90.13	Gates or pumps.....	\$ 5.00
Nokomis, first trick.....	77.00	Danville (DN), second trick.....	81.50
Nokomis, second trick.....	77.00	Gates or pumps.....	5.00
Nokomis, third trick.....	77.00	Danville (DN), third trick.....	78.50
Witt, agent.....	132.16	Wyton, first trick.....	81.50
Express commission.....	38.16	Wyton, second trick.....	81.50
Witt, first trick.....	77.00	Wyton, third trick.....	81.50
Witt, second trick.....	77.00	Bemis, first trick.....	77.50
Irving, agent.....	95.75	Bemis, second trick.....	77.50
Express commission.....	18.75	Bemis, third trick.....	77.50
Irving, first trick.....	75.00	Lyons, day telegrapher.....	82.50
Irving, second trick.....	75.00	Hobbs, first trick.....	77.50
Irving, third trick.....	75.00	Hobbs, second trick.....	77.50
Hillsboro, agent.....	125.00	Hobbs, third trick.....	77.50
Hillsboro, first trick.....	87.00	Westville, agent.....	84.83
Hillsboro, second trick.....	87.00	Express commission.....	12.08
Hillsboro, third trick.....	87.00	Georgetown, agent.....	93.20
Joan, first trick.....	75.00	Express commission.....	18.70
Joan, second trick.....	75.00	Ridge Farm, agent telegrapher.....	96.92
Joan, third trick.....	75.00	Express commission.....	16.42
Livingston, agent.....	128.00	Chrisman, agent telegrapher.....	112.82
Express commission.....	32.00	Express commission.....	27.32
Livingston, first trick.....	77.00	Rose, first trick.....	77.50
Livingston, second trick.....	77.00	Rose, second trick.....	77.50
Livingston, third trick.....	77.00	Rose, third trick.....	77.50
Gard, first trick.....	75.00	Wetzel, agent telegrapher.....	80.00
Gard, second trick.....	75.00	Oliver, agent.....	58.67
Gard, third trick.....	75.00	Express commission.....	4.67
Cape, first trick.....	75.00	Marshall, agent.....	105.00
Cape, second trick.....	75.00	Marshall, first trick.....	77.50
Cape, third trick.....	75.00	Marshall, second trick.....	77.50
Helm, first trick.....	77.00	Marshall, third trick.....	77.50
Helm, second trick.....	77.00	Union, agent telegrapher.....	97.53
Helm, third trick.....	77.00	Express commission.....	20.53
Lenox, first trick.....	87.00	West York, agent telegrapher.....	78.97
Lenox, second trick.....	87.00	Express commission.....	8.97
Lenox, third trick.....	87.00	Dock, first trick.....	77.50
Lake View, agent and first trick.....	77.00	Dock, second trick.....	77.50
Lake View, second trick.....	75.00	Dock, third trick.....	77.50
Lake View, third trick.....	75.00	Hutsonville, agent telegrapher.....	99.11
Nameoki, third trick.....	75.00	Express commission.....	26.61
Mitchell, agent telegrapher (joint).....	56.81	Owen, first trick.....	77.50
Express commission.....	1.81	Owen, second trick.....	77.50
Granite City, first trick.....	77.00	Owen, third trick.....	77.50
Granite City, second trick.....	77.00	Flat Rock, agent.....	110.38
Granite City, third trick.....	77.00	Express commission.....	29.38
Venice Crossing, first trick.....	76.00	Flat Rock, day telegrapher.....	75.50
Venice Crossing, second trick.....	76.00	Birds, agent telegrapher.....	87.24
Venice Crossing, third trick.....	76.00	Express commission.....	12.74
East St. Louis (QE), day telegrapher.....	85.00	Pinkstaff, agent telegrapher.....	70.00
East St. Louis (QN), day telegrapher.....	85.00	Lawrenceville, agent.....	130.00
Butler, agent telegrapher.....	85.09	Lawrenceville, day telegrapher.....	74.50
Express commission.....	\$ 6.09	Billet, agent telegrapher.....	82.28
Litchfield, agent.....	110.00	Express commission.....	3.28
Litchfield, day telegrapher.....	75.00	St. Francisville, agent.....	106.91
Litchfield Tower, first trick lever.....	71.00	Express commission.....	23.91
Litchfield Tower, second trick lever.....	71.00	St. Francisville, first trick.....	77.50
Litchfield Tower, third trick lever.....	71.00	St. Francisville, second trick.....	77.50
Gillespie, agent telegrapher.....	127.67	St. Francisville, third trick.....	77.50
Express commission.....	\$53.67	Allendale, agent telegrapher.....	98.44
Dorchester, agent telegrapher.....	95.04	Express commission.....	12.44
Express commission.....	15.79	Patton, agent telegrapher.....	81.90
Gates or pumps.....	10.00	Express commission.....	1.90
Bunker Hill, agent.....	107.67	Mt. Carmel Dispr. Ofs., first trick.....	88.00
Express commission.....	35.67	Mt. Carmel Dispr. Ofs., second trick.....	88.00
Dorsey, agent telegrapher.....	90.45	Mt. Carmel Dispr. Ofs., third trick.....	88.00
Express commission.....	17.45	Mt. Carmel Dispr. Ofs., fourth trick.....	88.00
Bethalto, agent telegrapher.....	83.67	Mt. Carmel Yard, first trick.....	80.50
Express commission.....	10.67	Mt. Carmel Yard, second trick.....	80.50
East Alton, first trick.....	84.00	Mt. Carmel Yard, third trick.....	80.50
East Alton, second trick.....	81.00	Keensburg, agent telegrapher.....	86.24
East Alton, third trick.....	81.00	Express commission.....	\$ 9.74
Wood River, agent (joint).....	72.16		
Express commission.....	16.66		

Station and Position.	Total per Month.
Cowling, agent.....	\$ 77.80
Express commission.....	\$ 2.80
Grays, first trick.....	76.50
Grays, second trick.....	76.50
Grays, third trick.....	76.50
Grayville, agent.....	114.00
Calvin, agent.....	56.26
Express commission.....	2.26
Crossville, agent telegrapher.....	89.43
Express commission.....	17.43
Carini, agent.....	115.00
Norris City, agent and first trick.....	103.93
Express commission.....	23.93
Norris City, second trick.....	75.50
Norris City, third trick.....	75.50
Texas City, agent telegrapher.....	80.91
Express commission.....	4.41
Eldorado, first trick.....	79.00
Eldorado, second trick.....	79.00
Eldorado, third trick.....	79.00
Harrisburg Yard, first trick.....	79.00
Harrisburg Yard, second trick.....	79.00
Harrisburg Yard, third trick.....	79.00
Ledford, agent telegrapher.....	111.23
Express commission.....	22.23
Carrier Mills, agent telegrapher.....	112.41
Express commission.....	32.41
Stonefort, agent telegrapher.....	99.95
Express commission.....	21.95
New Burnside, agent telegrapher.....	82.92
Express commission.....	19.17
Tunnel Hill, agent telegrapher.....	81.63
Express commission.....	17.13
Vienna, agent.....	95.00
Vienna, day telegrapher.....	75.50
Belknap, agent telegrapher.....	79.23
Express commission.....	5.93
Grand Chain, agent telegrapher.....	130.66
Express commission.....	33.66
Olmstead, agent telegrapher.....	86.76
Express commission.....	13.26
Mound City, agent telegrapher.....	117.23
Express commission.....	45.93
Cairo, first trick.....	82.50
Cairo, second trick.....	77.50
Cynthiana, agent.....	88.78
Express commission.....	3.78
Gates or pumps.....	10.00
Johnson, agent.....	112.41
Express commission.....	39.91

MICHIGAN DIVISION.

Station and Position.	Total per Month.
Benton Harbor, agent telegrapher.....	\$102.50
Sodus, agent telegrapher.....	70.33
Express commission.....	\$ 8.33
Eau Claire, agent telegrapher.....	100.29
Express commission.....	36.04
Berrien Center, agent telegrapher.....	76.97
Express commission.....	5.97
Niles, agent.....	101.00
Niles, day telegrapher.....	73.50
Elkhart, first trick.....	75.00
Elkhart, second trick.....	74.00
Goshen, first trick.....	75.00
Goshen, second trick.....	73.00
New Paris, agent telegrapher.....	81.22
Express commission.....	5.72
Milford, agent telegrapher.....	85.08
Express commission.....	15.33
Leesburg, agent telegrapher.....	81.30
Express commission.....	11.30

Station and Position.	Total per Month.
Silver Lake, agent telegrapher.....	\$ 89.13
Express commission.....	\$19.63
No. Manchester, agent.....	100.00
No. Manchester, day telegrapher.....	75.00
Urbana, agent telegrapher.....	83.43
Express commission.....	14.43
Wabash (DI), first trick.....	87.00
Wabash (DI), second trick.....	82.50
LaFontaine, agent telegrapher.....	81.43
Express commission.....	9.18
Marion, first trick.....	85.00
Marion, second trick.....	73.50
Marion, third trick.....	72.50
Jonesboro, agent telegrapher.....	79.32
Express commission.....	20.32
Fairmount, agent.....	91.22
Express commission.....	14.72
Fairmount, day telegrapher.....	75.00
Summitville, agent.....	89.76
Express commission.....	20.26
Summitville, day telegrapher.....	75.00
Alexandria, agent.....	100.00
Alexandria, day telegrapher.....	75.00
Markleville, agent telegrapher.....	88.56
Express commission.....	10.56
Knightstown, day telegrapher.....	75.00
Carthage, agent telegrapher.....	100.05
Express commission.....	24.05
Rushville, agent.....	95.00
Rushville, day telegrapher.....	74.00
Milroy, agent telegrapher.....	101.53
Express commission.....	23.53
Letts, agent telegrapher.....	80.75
Express commission.....	8.75
Westport, first trick.....	75.00
Westport, second trick.....	73.00
No. Vernon, first trick.....	75.00
No. Vernon, second trick.....	73.00
No. Vernon, third trick.....	73.00

PEORIA AND EASTERN.

Station and Position.	Total per Month.
New Carlisle, agent telegrapher.....	\$ 93.19
Express commission.....	\$18.69
Ludlow Falls, agent telegrapher.....	84.31
Express commission.....	5.31
Laura, agent telegrapher.....	83.71
Express commission.....	5.71
Arcanum, agent.....	95.00
Arcanum, first trick.....	79.00
Gates or pumps.....	5.00
Arcanum, second trick.....	79.00
Gates or pumps.....	5.00
Arcanum, third trick.....	79.00
Gates or pumps.....	5.00
Glen Karn, agent telegrapher.....	81.26
Express commission.....	5.26
Crete, agent telegrapher.....	75.87
Express commission.....	2.87
Lynn (joint), agent.....	71.09
Express commission.....	21.09
Carlos City, agent telegrapher.....	78.03
Express commission.....	4.03
Modoc, agent telegrapher.....	83.74
Express commission.....	9.74
Losantville, agent telegrapher.....	88.81
Express commission.....	7.31
Mooreland, agent telegrapher.....	87.36
Express commission.....	11.86
New Castle, first trick.....	82.00
New Castle, second trick.....	77.00
New Castle, third trick.....	77.00

Station and Position.	Total per Month.	Station and Position.	Total per Month.
Kennard, agent telegrapher.....	\$ 82.97	Covington, day telegrapher.....	\$ 75.00
Express commission.....	\$ 2.97	Foster, agent and first trick.....	77.00
Shirley, first trick.....	81.00	Foster, second trick.....	75.00
Gates or pumps.....	5.00	Foster, third trick.....	75.00
Shirley, second trick.....	81.00	Hilliary, first trick.....	79.00
Gates or pumps.....	5.00	Hilliary, second trick.....	79.00
Shirley, third trick.....	81.00	Hilliary, third trick.....	79.00
Gates or pumps.....	5.00	Oakwood, agent telegrapher.....	83.36
Willow Branch, agent telegrapher.....	79.91	Express commission.....	\$ 7.36
Express commission.....	4.41	Muncie, agent telegrapher.....	77.09
Maxwell, agent telegrapher.....	81.04	Express commission.....	2.09
Express commission.....	3.04	Fithian, agent telegrapher.....	80.57
Mt. Comfort, agent telegrapher.....	76.00	Express commission.....	9.57
Express commission.....	1.01	Ogden, agent telegrapher.....	80.14
Belt Road, first trick.....	76.00	Express commission.....	5.14
Belt Road, second trick.....	76.00	St. Joseph, agent telegrapher.....	88.24
Belt Road, third trick.....	76.00	Express commission.....	12.24
Indianapolis Dispr. Ofs., first trick...	88.00	Urbana Yard, first trick.....	79.00
Indianapolis Dispr. Ofs., second trick..	88.00	Urbana Yard, second trick.....	79.00
K. D., first trick.....	91.00	Urbana Yard, third trick.....	79.00
K. D., second trick.....	91.00	Champaign, day telegrapher.....	82.00
K. D., third trick.....	91.00	Mahomet, agent telegrapher.....	97.80
Clermont, night telegrapher.....	74.00	Express commission.....	23.80
Brownsburg, agent telegrapher.....	93.54	Mansfield, first trick.....	77.00
Express commission.....	11.54	Mansfield, second trick.....	77.00
Pittsboro, agent telegrapher.....	80.44	Mansfield, third trick.....	77.00
Express commission.....	5.44	LeRoy, agent and first trick.....	102.00
Lizton, agent telegrapher.....	77.73	LeRoy, second trick.....	75.00
Express commission.....	2.23	Downs, agent telegrapher.....	85.42
Jamestown, agent and first trick.....	90.28	Express commission.....	10.42
Express commission.....	7.28	Gillum, agent telegrapher.....	75.53
Jamestown, second trick.....	75.00	Express commission.....	.53
Jamestown, third trick.....	75.00	Bloomington, first trick.....	80.00
New Ross, agent and first trick.....	79.97	Bloomington, second trick.....	80.00
Express commission.....	2.97	Bloomington, third trick.....	80.00
New Ross, second trick.....	74.00	Danvers, agent telegrapher.....	92.06
Linnsburg, agent telegrapher.....	80.65	Express commission.....	11.06
Express commission.....	3.65	Lilly, agent telegrapher.....	78.56
Ames, first trick.....	79.00	Express commission.....	3.56
Ames, second trick.....	79.00	Mackinaw, agent telegrapher.....	91.61
Ames, third trick.....	79.00	Express commission.....	8.61
Crawfordsville, day telegrapher.....	80.00	Tremont, agent and first trick.....	114.42
The Siding, first trick.....	75.00	Express commission.....	23.92
The Siding, second trick.....	75.00	Tremont, second trick.....	75.00
Waynetown, agent and first trick.....	98.42	Pekin, day telegrapher.....	78.00
Express commission.....	24.42	Peoria, day telegrapher.....	87.00
Waynetown, second trick.....	75.00		
Waynetown, third trick.....	75.00		
Hillsborough, agent telegrapher.....	96.34		
Express commission.....	21.34		
Veedersburg, first trick.....	80.00		
Veedersburg, second trick.....	80.00		
Veedersburg, third trick.....	80.00		
Palmerton, night telegrapher.....	75.00		
Covington, agent.....	129.11		
Express commission.....	44.11		

For the Company:

E. M. COSTIN,
General Supt.

For the Telegraphers:

I. E. SCHLOSSER,
General Chairman.
GEO. LAVENGOD,
General Secretary and Treasurer.

The Colorado Midland Railway Company

GEO. W. VALLERY, Receiver

ARTICLE I.

Service.

Section 1. All employes performing telegraph service as listed in articles governing rates of pay will be considered telegraphers within the meaning of this schedule.

Sec. 2. When additional telegraph positions are created, compensation will be based

upon and paid in conformity to this schedule.

ARTICLE II.

Promotion Rights.

Section 1. Where ability is sufficient, seniority will have preference.

Sec. 2. Rights to date from last time of entering service.

ARTICLE III.**Perquisites.**

Rates of pay named herein include the privilege of free occupancy of certain assigned company buildings, together with fuel, light and water used therein.

ARTICLE IV.**Vacancies.**

Section 1. When a permanent vacancy occurs, a bulletin will be issued in ample time to allow all eligible employees to apply for same. Such applications must be filed within the limit therein stated. Notice of appointments to be mailed to the general chairman immediately after bulletin closes.

Sec. 2. A vacancy of six months or more, or a new position that has been created which has existed for a like period, will be considered permanent, except it will be optional with the management to extend leave of absence for a longer period.

Sec. 3. Temporary vacancies will be filled with the most suitable telegrapher.

Sec. 4. Either a vacancy must exist or a position abolished before a senior telegrapher can displace a junior one.

Sec. 5. Employees transferred and found incapable, if retained in service, will be placed on extra list, retaining their seniority.

Sec. 6. Rights will not be forfeited when promotion is declined.

ARTICLE V.**Seniority List.**

At the beginning of each calendar year the superintendent will furnish general chairman with a list of telegraphers according to seniority.

ARTICLE VI.**Discipline.**

A telegrapher will not be disciplined without investigation, ordinarily within five (5) days, at which a co-employee of his choice may be present. If dissatisfied with decision he may take appeal within thirty (30) days; if found blameless, will be reinstated and paid for lost time. Such investigation must be held within ten (10) days from date of receipt of notice.

ARTICLE VII.**Service Letters.**

Telegraphers leaving the service, who have been employed thirty (30) days or more, will be given a letter stating time and character of service and cause of leaving.

ARTICLE VIII.**Emergency Service.**

Telegraphers at wrecks, washouts, snow-blockade or other similar service will receive three dollars (\$3.00) per day of ten (10) hours or less, to be computed from time allowed to leave to time returning, deducting the time relieved from duty—overtime pro rata—no other compensation. Telegraphers, when available, will be used in this service.

ARTICLE IX.**Hours of Service and Overtime.**

Section 1. The hours of service for telegraphers, coming under the provision of the

federal law, will be arranged to conform therewith.

Sec. 2. Where thirteen (13) hours' service is performed, twelve (12) hours, including meal hour, will constitute a day.

Sec. 3. At all other offices, where three or more telegraphers are employed, nine (9) hours without meal hour will constitute a day.

Sec. 4. Telegraphers required to remain on duty in excess of specified hours will be paid overtime pro rata, but not less than twenty-five cents (25c) per hour.

Sec. 5. Following to govern in compensation for overtime:

Calls and subsequent service, fifty cents (50c) for first sixty (60) minutes or less. After first sixty (60) minutes, actual time to be counted to nearest five (5) minute period. When held on duty after assigned hours, actual time to be counted to nearest five (5) minute period. At end of month all overtime (except time covered by calls) to be converted into hours and paid pro rata with minimum of twenty-five cents (25c) per hour. In monthly settlement, less than thirty (30) minutes will be not counted; thirty (30) minutes and over counted as one (1) hour.

Sec. 6. When claims for overtime are disallowed notification will be given by proper officer, stating reasons.

Sec. 7. Telegraphers working twelve (12) hours will be allowed sixty (60) minutes between the fifth (5th) and seventh (7th) hour on duty in which to procure meal, unless other designated hours are arranged with chief dispatcher. When they cannot be excused before the expiration of the last named hour, or the expiration of hours arranged with chief dispatcher, they will receive one (1) hour overtime pro rata, but not less than twenty-five cents (25c) and will be allowed thirty (30) minutes for lunch as soon thereafter as practicable.

Sec. 8. Telegraphers working nine (9) hours or less will be allowed time off to procure their meals when convenient.

Sec. 9. Telegraphers will be allowed such reduction in hours of service on Sundays and holidays as circumstances will permit.

Sec. 10. Telegraphers may be assigned hours of two periods in each twenty-four (24) hour period, but when so assigned they will not be required to work more than nine (9) hours in each twenty-four (24) hours, nor shall there be more than six (6) hours intermission between the two periods.

Sec. 11. Tricks not to be split more than two times except in case of emergency.

ARTICLE X.**Attending Court.**

Telegraphers required by proper authority to be absent from duty on company business will be paid their regular salary, and if away from home, allowed necessary expenses, not to exceed three dollars (\$3.00) per day.

ARTICLE XI.**Transportation.**

Regular telegraphers transferred will be allowed, while in transit and making such transfer, rate of position vacated. Their families and household goods to new location will be transported free.

ARTICLE XII.

Handling U. S. Mail for Late Trains.

When trains are unusually delayed, arrangements will be made to relieve agent or operator of putting mail on trains after hours of duty.

ARTICLE XIII.

Night telegrapher, Colorado City dispatchers' office, will be open to telegraphers on line.

ARTICLE XIV.

No departure from the provisions of this agreement will be made by any party thereto, except after thirty (30) days' notice of such desire, in writing, has been served upon the other parties thereto, and all schedules, rules and regulations previously in effect are, by this agreement, abolished.

M. L. PHELPS, Superintendent.

Approved: GEO. W. VALLERY, Receiver.

For Telegraphers:

A. C. ELLIS, General Chairman.

F. B. ROSE, Local Chairman.

E. F. COLLIER, Local Chairman.

WAGE SCALE.

Station and Position.	Rate Per Month.
Colorado City, first telegrapher.....	\$ 95.00
Second telegrapher.....	95.00
Third telegrapher.....	95.00
Manitou, agent and telegrapher.....	105.00
Cascade, agent and telegrapher.....	90.00
Green Mt. Falls, agent and telegrapher (Summer off.)	90.00

Station and Position.	Rate Per Month.
Woodland, agent and telegrapher....	\$ 90.00
Divide, agent and telegrapher.....	105.00
First telegrapher.....	87.50
Second telegrapher.....	87.50
Florissant, agent and telegrapher....	97.50
First telegrapher.....	87.50
Second telegrapher.....	87.50
Howbert, agent and telegrapher.....	82.50
Spinney—Closed.	
Hartsel, agent and telegrapher.....	82.50
Bath—Closed.	
Newett, agent and telegrapher.....	95.00
Wild Horse, agent and telegrapher.....	90.00
First telegrapher.....	82.50
Second telegrapher.....	82.50
Granite, agent and telegrapher.....	90.00
Arkansas Jct., agent and telegrapher	105.00
Leadville, first telegrapher.....	97.50
Second telegrapher.....	97.50
Third telegrapher.....	97.50
Busk, first telegrapher.....	90.00
Ivanhoe, agent and telegrapher.....	90.00
Sellar, agent and telegrapher.....	90.00
Nast—Closed.	
Thomasville—Closed.	
Ruedi, agent and telegrapher.....	87.50
Basalt, agent and telegrapher.....	95.00
First telegrapher.....	100.00
Second telegrapher.....	90.00
Carbondale, agent and telegrapher....	87.50
Cardiff, first telegrapher.....	100.00
Second telegrapher.....	87.50
Third telegrapher.....	87.50
At Basalt and Cardiff, should telegrapher cease to act as cashier, telegrapher's pay to govern.	

The Colorado & Southern Railway Company

(EFFECTIVE FEBRUARY 1, 1910.)

The following rules and rates of pay will govern the employment and control of telegraphers on the line of the Colorado & Southern Railway Company:

ARTICLE I.

Any person performing the duties of a telegrapher at any telegraph station, whether termed agent, assistant agent, or otherwise, shall be considered a telegrapher, train dispatchers excepted.

ARTICLE II.

Telegraphers will be regarded in line of promotion; advancement depending upon faithful discharge of duty and capacity for increased responsibility. Where these are sufficient, in the judgment of the management, seniority will have preference and will date from the last time of entering the service, and will extend only over each superintendent's territory.

For the purpose of this article, on the Denver & Interurban Railroad between Globeville and Boulder, telegraphers will be considered to have rights interchangeable with those on the Northern Division of the Colorado & Southern Railway.

Seniority covering Denver "GO" office will extend over the entire Colorado & Southern line, and will be in control of the superintendent of telegraph.

When force is reduced the last man to enter the service will be the first laid off; and in the event of reinstating the position the oldest available man will be given preference subject to the provisions of the first paragraph of this article.

ARTICLE III.

Telegraphers will, when necessary, assist in handling station and clerical work.

ARTICLE IV.

Telegraphers performing duty at wrecks, washouts or other similar emergency offices will receive \$2.50 per day of ten hours or less and overtime pro rata, and no other compensation, time to be computed from the time they start until they return, except that deduction will be made for time relieved from duty for rest.

ARTICLE V.

Telegraphers required to remain on duty, by competent authority, in excess of their regular established hours, will be paid over-

ne pro rata, but in no case less than 25 cents per hour. In computing overtime thirty minutes or less will not be counted; over thirty minutes will be counted one hour. Telegraphers will be notified by the superintendent without delay when claim for overtime or for compensation on any other account is disallowed.

ARTICLE VI.

Telegraphers (except those whose hours of service are nine or less consecutive hours) shall be allowed one hour for meals between 1:30 and 2:30, day or night. When required to remain on duty during the meal hour they shall receive one hour overtime therefor and will be allowed thirty minutes for lunch soon thereafter as conditions will warrant.

ARTICLE VII.

Telegraphers called to the office outside of their regular hours will be allowed 50 cents for the first hour or any part thereof, except where they live in the depot or telegraph office, when they shall receive 35 cents for the first hour or fraction thereof. If kept on duty more than one hour overtime will be paid as per Article V.

ARTICLE VIII.

Telegraphers assigned to meet a train outside of their established hours of service shall receive 25 cents for meeting the train; and if delayed more than one hour for such purpose shall receive overtime therefor as per Article V.

ARTICLE IX.

Telegraphers attending court as witnesses in the interests of the company shall receive the same compensation as if on regular duty, and in addition thereto legitimate expenses shall be allowed if away from their home station.

ARTICLE X.

So far as it can legally do so, the company will transport to new place of residence family and household goods of any employee whose assignment requires such change.

ARTICLE XI.

Leave of absence will not be granted to exceed ninety days, except in case of sickness. Any employee absent on such leave who does not report for duty before the expiration of that time shall forfeit his rights.

ARTICLE XII.

Telegraphers will not be dismissed or suspended from the company's service without just cause. In event of suspension or dismissal of a telegrapher for reasons which he considers unjust, he shall have the right, within ten days, to refer his case in writing to the superintendent, who will, within ten days after receipt of such notice, investigate the case; employee concerned to be present if he so desires. If he is not satisfied with the result of the investigation he shall have the right to appeal to the general superintendent for final decision. In case dismissal or suspension is found to be unjust, he shall be reinstated and paid for all time lost.

ARTICLE XIII.

A telegrapher leaving the employ of the company will, at his request, be given a let-

ter which will state his term of service, capacity in which employed, and whether he has been discharged or left the service of his own accord. If discharged, such letter shall state the reason.

ARTICLE XIV.

Telegraphers will be held responsible for the care and maintenance of telegraph signal lights, and at stations where there are no other employees, telegraphers may be required to care for two switch or semaphore lights in addition to the telegraph signal lights without additional compensation. Where more than two such lights are required to be cared for they will be paid 50 cents per month per light for such additional lights. Night telegraphers are expected to relight any switch or semaphore lamps that may become extinguished at night.

ARTICLE XV.

Any telegrapher believing himself to be improperly treated under these rules and regulations shall have the right of appeal to the general superintendent within thirty days from date of occurrence.

ARTICLE XVI.

List of telegraphers, showing their age in service, will be kept on file in superintendents' offices, and will be open to the inspection of telegraphers.

ARTICLE XVII.

The salaries of telegraphers shall be in accordance with the following tabulation. When additional telegraph positions are created compensation shall be fixed in conformity with this schedule:

Station and Position.	Rate Per Month.
Denver (GO), manager.....	\$ 95.00
Denver (GO), telegrapher.....	85.00

NORTHERN DIVISION.

Station and Position.	Rate per Month.
Denver Union Depot (GN), telegrapher.....	\$ 82.50
Denver Frt. Yard (FY), telegrapher.....	82.50
Denver Frt. House (FD), telegrapher.....	75.00
South Denver, agent and telegrapher.....	77.50
South Denver, telegrapher.....	70.00
Argo, agent and telegrapher.....	65.00
Utah Junction, agent and telegrapher.....	65.00
Utah Junction, telegrapher.....	65.00
Westminster, agent and telegrapher.....	65.00
Semper, agent and telegrapher.....	65.00
Semper, telegrapher.....	65.00
Bloomfield, agent and telegrapher.....	60.00
Webb, agent and telegrapher.....	65.00
Louisville Junction, agent and telegrapher.....	65.00
Louisville, day telegrapher.....	70.00
Louisville, night telegrapher.....	65.00
Superior, agent and telegrapher.....	65.00
Lafayette, agent and telegrapher.....	77.50
Marshall, agent and telegrapher.....	75.00
Marshall, telegrapher.....	65.00
Boulder, day telegrapher.....	65.00
Boulder, night telegrapher.....	65.00
Boulder Junction, day telegrapher.....	65.00
Niwot, agent and telegrapher.....	55.00
Longmont, agent and telegrapher.....	82.50
Longmont, day telegrapher.....	65.00
Longmont, night telegrapher.....	65.00
Berthoud, agent and telegrapher.....	60.00

Station and Position.	Rate Per Month.
Berthoud, telegrapher.....	\$ 65.00
Loveland, day telegrapher.....	65.00
Loveland, night telegrapher.....	65.00
Fort Collins, day telegrapher.....	70.00
Fort Collins, night telegrapher.....	65.00
Wellington, agent and telegrapher....	60.00
Timnath, agent and telegrapher.....	65.00
Windsor, agent and telegrapher.....	60.00
Windsor, telegrapher.....	65.00
Arvada, agent and telegrapher.....	55.00
Golden, agent and telegrapher.....	90.00
Golden, telegrapher.....	60.00
Forks Creek, agent and telegrapher..	72.50
Black Hawk, agent and telegrapher..	81.00
Black Hawk, telegrapher.....	72.50
Central City, agent and telegrapher..	80.00
Idaho Springs, agent and telegrapher..	82.50
Idaho Springs, telegrapher.....	67.50
Empire, agent and telegrapher.....	60.00
Georgetown, agent and telegrapher....	81.00
Silver Plume, agent and telegrapher..	60.00
Parker, agent and telegrapher.....	45.00
Elizabeth, agent and telegrapher.....	40.00
Elbert, agent and telegrapher.....	40.00
Eastonville, agent and telegrapher....	45.00

WYOMING DIVISION.

Station and Position.	Rate Per Month.
Fort Russell, agent and telegrapher..	\$ 80.00
Horse Creek, agent and telegrapher..	65.00
Chugwater, agent and telegrapher....	67.50
Wheatland, agent and telegrapher....	75.00
Hartville Junction, agent and teleg..	75.00

SOUTHERN DIVISION.

Station and Position.	Rate Per Month.
Southern Junction, day telegrapher....	\$ 67.50
Southern Junction, night telegrapher..	67.50
Walsenburg, day telegrapher.....	67.50
Walsenburg, night telegrapher.....	67.50
Mayne, agent and telegrapher.....	75.00
Mayne, night telegrapher.....	65.00
Rugby, agent and telegrapher.....	65.00
Rugby, night telegrapher.....	65.00
Lynn, agent and telegrapher.....	60.00
Ludlow, day telegrapher.....	65.00
Ludlow, night telegrapher.....	65.00
Forbes Junction, agent and teleg.....	65.00
Bowen, agent and telegrapher.....	65.00
Trinidad Dispatchers' Office, day teleg	85.00
Trinidad Dispatchers' Office, night tel	80.00
Trinidad Yard (YA), day telegrapher	67.50
Trinidad Yard (YA), night telegrapher	65.00
Sopris, agent and telegrapher.....	72.50

Station and Position.	Rate Per Month.
Beshoar Junction, agent and teleg.....	\$ 65.00
Aguilar, agent and telegrapher.....	75.00
Berwind, agent and telegrapher.....	75.00
Tobasco, agent and telegrapher.....	75.00
Barela, pumper and telegrapher.....	70.00
Trinchere, agent and telegrapher.....	65.00
Watervale, telegrapher.....	65.00
Emery Gap, agent and telegrapher....	65.00
Folsom, agent and telegrapher.....	62.50
Folsom, telegrapher.....	65.00
Des Moines, agent and telegrapher....	60.00
Des Moines, telegrapher.....	65.00
Grande, pumper and telegrapher.....	70.00
Mt. Dora, pumper and telegrapher....	75.00
Clayton, agent and telegrapher.....	72.50
Clayton, telegrapher.....	65.00

SOUTH PARK DIVISION.

Station and Position.	Rate per Month.
Sheridan Junction, agent and teleg.....	\$ 65.00
Morrison, agent and telegrapher.....	60.00
South Platte, agent and telegrapher..	60.00
Pine-Grove, agent and telegrapher.....	70.00
Grant, agent and telegrapher.....	65.00
Jefferson, agent and telegrapher.....	65.00
Como, agent and telegrapher.....	105.00
Como, day telegrapher.....	75.00
Como, night telegrapher.....	75.00
Garos, agent and telegrapher.....	65.00
Fairplay, agent and telegrapher.....	65.00
Alma, agent and telegrapher.....	65.00
Buena Vista, agent and telegrapher...	75.00
St. Elmo, agent and telegrapher.....	65.00
Alpine Tunnel, telegrapher.....	70.00
Pitkin, agent and telegrapher.....	65.00
Ohio City, agent and telegrapher.....	65.00
Gunnison, agent and telegrapher.....	60.00
Gunnison, telegrapher.....	67.50
Boreas, telegrapher.....	70.00
Breckenridge, agent and telegrapher..	80.00
Dickey, agent and telegrapher.....	65.00
Dillon, agent and telegrapher.....	67.00
Kokomo, agent and telegrapher.....	75.00
Leadville, telegrapher.....	67.50

DENVER & INTERURBAN.

Station and Position.	Rate Per Month.
Boulder, agent and telegrapher.....	\$ 85.00
Boulder, telegrapher.....	70.00
Globeville, agent and telegrapher.....	75.00
Globeville, telegrapher.....	70.00

J. D. WELSH,
General Superintendent.

Delaware & Hudson

Agreement between The Delaware and Hudson Company and the Order of Railroad Telegraphers Committee.

ARTICLE I.

Application of Agreement.

All employees, except Train Dispatchers assigned to telegraph service of any character, towermen and telephone operators who handle train orders, and agents who are not required to telegraph; as listed in the following wage scale, shall be governed by the provisions of this agreement.

ARTICLE II.

Basis of a Day's Work.

Twelve (12) consecutive hours, or less, including meal period, shall constitute a day's work.

ARTICLE III.

Meal Period.

Employees whose hours of duty are nine or more will be allowed by dispatcher, on request, not less than 30 minutes and not to exceed one hour for meal period between the fifth and seventh hour of duty. In case the

dispatchers cannot grant meal period upon request as above, thirty minutes meal period will be allowed as soon as possible thereafter, and one hour additional time will be allowed at overtime rates.

ARTICLE IV.

Overtime.

When train or telegraph service requires the attention of an employee beyond the regular established hours, overtime will be granted pro rata with a minimum of not less than forty cents (40c) per hour. Time consumed in handling baggage and on other work incidental to the proper attendance on the last train and closing station to be included in computing overtime. Overtime to be computed on minute basis. Overtime will not be allowed unless overtime slips are mailed to the proper office within twenty-four (24) hours after service is performed. When overtime is not allowed as per slip, notice with explanation will be given.

ARTICLE V.

Service Performed Before Regular Working Hours or After Release from Duty.

When employees are required to perform service before their regular hours or after release from duty at the end of the day they will be paid fifty cents (50c) for the first hour or fraction thereof, and if held on duty longer than one hour, overtime rates will be allowed after the first hour.

ARTICLE VI.

Detail Service.

Employees detailed to perform service at other than their regular positions will receive the compensation of the position to which they are temporarily assigned, but in no case a less amount than the compensation of their regular positions.

ARTICLE VII.

Attending Court.

Employees attending court or any other business for the company, other than that covered by this agreement, will be paid their regular rate of pay per day. If called on to leave home, necessary expenses will be paid, mileage and other fees to be turned over to the company.

ARTICLE VIII.

Roster.

A roster of employees will be furnished for each division and a copy of the same will be furnished each office annually.

ARTICLE IX.

Positions—Notification, Application and Assignment.

Notification of vacancies or newly created positions will be given within ten (10) days and assignment will be made within ten (10) days from date of notification in accordance with Article X. The first notification of newly created positions will show working hours and rates of pay. Newly established rates will be made as nearly as possible commensurate with those of similar existing positions. All temporary posi-

tions of more than thirty (30) days' duration will be subject to the same rules as newly created positions. Employees under this agreement, occupying temporary positions will be considered ineligible for other temporary positions. The occupancy of a temporary position, however, will not affect the man's eligibility for a permanent position.

ARTICLE X.

Promotion.

With advancement depending upon faithful discharge of duties and capacity for increased responsibility, employees are in line for promotion according to their seniority.

ARTICLE XI.

Displacement Privileges—Absent Employees.

Employees on leave of absence, or absent on account of sickness, upon returning to duty will have the privilege to displace any junior employee from any position, provided such position has been assigned during their absence and shall have all the privileges that they would have had had they been on duty.

Employees claiming positions under the above rule must make their choice within fifteen days from the date of reporting for duty. (The above rule applies only to such employees whose situation was such that they were actually deprived of an opportunity of making application for the position desired.)

ARTICLE XII.

Regular Positions Abolished.

When a position is abolished the man displaced shall have the choice of positions in his class of service to which his ability and seniority entitles him, and employees displaced under this rule shall have like privileges. Displacement privileges hereunder must be exercised within ten days from date of displacement.

ARTICLE XIII.

Eligibility.

Employees leaving positions covered by this agreement to accept service of another character, will, after a lapse of six months, forfeit eligibility to any position governed by this agreement.

ARTICLE XIV.

Relief.

Employees will be granted leave of absence, so far as consistent with good service, and will be relieved as soon as possible after application for same is made.

ARTICLE XV.

Committeemen.

Committeemen will be granted necessary leave of absence and Delaware & Hudson transportation and will retain their seniority.

ARTICLE XVI.

Extra Men.

Insofar as possible, men on extra board will be worked first in first out on their respective divisions. In cases where the employee first out on the extra board is not available.

the first available man will be used and the man entitled under the first in first out will be sent to take the position the following day, provided the vacancy shall extend over sufficient length of time to warrant such change. The man used out of his turn to fill the vacancy on relief goes to the foot of the extra board.

ARTICLE XVII.

Discipline and Appeals.

When entries of discipline are made against an employee's record, he will be notified of the same and employees will be furnished an abstract of their record on request.

Employees will not be suspended or discharged except in serious cases where fault is apparent beyond reasonable doubt, until they have a hearing before the proper officials and during such hearing they may be assisted by fellow employees of their choice.

When decision is rendered, if such employee believes it to be unjust his case may be taken on appeal to the highest authority, and if found innocent, he shall be paid for the time lost.

Hearings and decisions will be given with as little delay as possible. Appeals must be made in writing within thirty days.

ARTICLE XVIII.

Moving.

Employees having bid in and assigned to positions, or in event of displacement, will be granted free transportation to a suitable point on The Delaware & Hudson Company's line for themselves, dependent members of their families and household goods, if lawful; such arrangements to be made after negotiations with the division superintendent.

ARTICLE XIX.

Representation.

The regularly constituted general committee of the Order of the Railroad Telegraphers, all members of which shall be Delaware & Hudson Company employees, may represent all such employees in matters contained in and covered by this agreement and general grievances.

ARTICLE XX.

Upon the signing of this agreement all previous agreements, their provisions, rulings and interpretations become void.

This agreement shall be in effect from May 1st, 1917, until thirty days' notice shall have been given by either party to the other of the desire to terminate the same. The terms and provisions of the above foregoing agreement are accepted and agreed on by the undersigned.

The Delaware & Hudson Company,

By J. A. McGREW,
C. A. MORGAN,
R. J. McCARTY, JR.,
W. W. BATES.

The Order of Railroad Telegraphers,

By G. A. JOHNSON,
General Chairman.

Approved:

J. B. DICKSON,
General Supt. of Transportation.

PENNSYLVANIA DIVISION.

Station and Position.	Rate per Month.
South Nineveh, first T. & T.	\$ 74.00
South Nineveh, second T. & T.	74.00
South Nineveh, third T. & T.	74.00
Centre Village, A. & T.	80.00
East Windsor, second A. & T.	77.50
East Windsor, first T. & C.	74.00
East Windsor, third T. & T.	74.00
North End, first T. & T.	74.00
North End, second T. & T.	74.00
North End, third T. & T.	74.00
Windsor, A. & T.	60.00
Tuscarora, first T. & T.	74.00
Tuscarora, second T. & T.	74.00
Tuscarora, third T. & T.	74.00
Lanesboro, agent	65.00
Lanesboro, first T. & C.	75.00
Lanesboro, second T. & C.	75.00
Lanesboro, third T. & C.	75.00
Carbondale "J", first T. & C.	82.50
Carbondale "J", second T. & C.	82.50
Carbondale "J", third T. & C.	82.50
Carbondale "CY", first A. & T.	110.00
Carbondale "CY", second T. & C.	92.00
Carbondale "OU", first T. & T.	85.00
Carbondale "OU", second T. & T.	85.00
Carbondale "OU", third T. & T.	85.00
Mayfield, A. & T.	73.50
Jermyn, A. & T.	73.50
Archbald, agent	75.00
Archbald, T. & C.	75.00
Jessup-Peckville, A. & T.	87.50
Olyphant, first T. & C.	77.50
Olyphant, second T. & C.	77.50
Olyphant, third T. & C.	77.50
Dickson, A. & T.	70.00
Providence, agent	77.50
Green Ridge, first T. & C.	77.50
Green Ridge, second T. & C.	77.50
Green Ridge, third T. & C.	77.50
Carbon St. Jct., first T. & T.	82.50
Carbon St. Jct., second T. & T.	82.50
Carbon St. Jct., third T. & T.	82.50
Scranton "SN", telegrapher	77.50
Scranton Tkt., first A. & T.	110.00
Scranton Tkt., second T. & C.	92.00
Minooka-Taylor, A. & T.	70.00
Minooka Junction, first T. & T.	82.50
Minooka Junction, second T. & T.	82.50
Minooka Junction, third T. & T.	82.50
Moosic, agent	77.50
Moosic "BR", first T. & T.	82.50
Moosic "BR", second T. & T.	82.50
Moosic "BR", third T. & T.	82.50
Avoca, A. & T.	76.50
Pittston, A. & T.	87.50
Yatesville, A. & T.	77.50
Lafin, A. & T.	70.00
Hudson, agent	79.00
Hudson "SX", first T. & T.	82.50
Hudson "SX", second T. & T.	82.50
Hudson "SX", third T. & T.	82.50
Hudson "SX", first leverman	80.00
Hudson "SX", second leverman	80.00
Hudson "SX", third leverman	80.00
Parsons, A. & T.	76.50
Wilkes-Barre "WB", first T. & C.	77.50
Wilkes-Barre "WB", second T. & C.	77.50
Wilkes-Barre "WB", third T. & C.	77.50
Wilkes-Barre "WF", T. & C.	77.50
Plains Junction, first T. & T.	80.00
Plains Junction, second T. & T.	80.00
Plains Junction, third T. & T.	80.00

Station and Position.	Rate Per Month.
Panther Bluffs, T. & T.	\$ 66.90
Plymouth Junction, T. & C.	77.50
Fairview, A. & T.	77.50
Waymart, A. & T.	70.00
Prompton, A. & T.	75.00
Honesdale, T. & C.	70.00

SUSQUEHANNA DIVISION.

Station and Position.	Rate Per Month.
Albany "KN", first T. & T.	\$ 82.50
Albany "KN", second T. & T.	82.50
Albany "KN", third T. & T.	82.50
Delmar, first A. & T.	72.50
Delmar, second T. & C.	72.50
Slingerlands, A. & T.	75.00
Voorheesville, second Joint T. & C.	40.00
Meadowdale, A. & T.	75.00
Altamont, agent	77.50
Altamont, first T. & C.	72.50
Altamont, second T. & C.	70.00
Delanson "DJ", first T. & T.	82.50
Delanson "DJ", second T. & T.	82.50
Delanson "DJ", third T. & T.	82.50
Delanson "Q", agent	77.50
Delanson "Q", T. & C.	85.00
Esperance, A. & T.	72.50
Schoharie Junction, agent	80.00
Schoharie Junction, first T. & T.	75.00
Schoharie Junction, second T. & T.	75.00
Schoharie Junction, third T. & T.	75.00
Central Bridge, A. & T.	75.00
Howes Cave, agent	87.50
Howes Cave, T. & C.	75.00
Cobleskill, first T. & C.	80.00
Cobleskill, second T. & C.	77.50
Cobleskill, third T. & C.	70.00
Cherry Valley Jct., first T. & T.	75.00
Cherry Valley Jct., second T. & T.	75.00
Cherry Valley Jct., third T. & T.	75.00
Hyndsville, A. & T.	75.00
Seward, A. & T.	75.00
Sharon Springs, A. & T.	95.00
Cherry Valley, A. & T.	80.00
Richmondville, agent	70.00
Richmondville, first T. & C.	70.00
Richmondville, second T. & C.	70.00
Richmondville, third T. & C.	70.00
East Worcester, agent	77.50
East Worcester, first T. & C.	70.00
East Worcester, second T. & C.	70.00
East Worcester, third T. & C.	70.00
Worcester, agent	80.00
Worcester, T. & C.	72.50
Schenevus, agent	85.00
Schenevus, first T. & C.	70.00
Schenevus, second T. & C.	70.00
Schenevus, third T. & C.	70.00
Maryland, A. & T.	75.00
Portlandville, A. & T.	67.50
Milford, A. & T.	77.50
Phoenix Mills, A. & T.	70.00
Cooperstown, T. & C.	80.00
Cooperstown Jct., first T. & T.	75.00
Cooperstown Jct., second T. & T.	75.00
Cooperstown Jct., third T. & T.	75.00
Colliers, A. & T.	82.50
Oneonta "GI", T. & C.	75.00
Oneonta "NA", first T. & C.	110.00
Oneonta "NA", second T. & C.	92.00
Oneonta "MX", first T. & T.	75.00
Oneonta "MX", second T. & T.	75.00

Station and Position.	Rate Per Month.
Oneonta "MX", third T. & T.	\$ 75.00
Oneonta "FA", first T. & T.	93.00
Oneonta "FA", second T. & T.	93.00
Oneonta "FA", third T. & T.	93.00
Oneonta "WA", first T. & C.	75.00
Oneonta "WA", second T. & C.	75.00
Oneonta "YA", first T. & T.	75.00
Oneonta "YA", second T. & T.	75.00
Oneonta "YA", third T. & T.	75.00
Otego, agent	65.00
Otego, T. & C.	72.00
Wells Bridge, A. & T.	75.00
Wells Bridge, second T. & C.	70.00
Wells Bridge, third T. & C.	70.00
Unadilla, agent	95.00
Unadilla, T. & C.	72.50
Sidney, T. & C.	97.50
Sidney, T. & C.	80.00
Sidney "GX", first T. & T.	80.00
Sidney "GX", second T. & T.	80.00
Sidney "GX", third T. & T.	80.00
Bainbridge, agent	95.00
Bainbridge, first T. & C.	70.00
Bainbridge, second T. & C.	70.00
Bainbridge, third T. & C.	70.00
Afton, agent	82.50
Nineveh, agent	90.00
Nineveh, first T. & C.	77.50
Nineveh, second T. & C.	77.50
Nineveh, third T. & C.	77.50
Harpursville, first A. & T.	75.00
Harpursville, second T. & C.	75.00
Harpursville, third T. & C.	75.00
Tunnel, first A. & T.	75.00
Tunnel, second T. & C.	72.50
Tunnel, third T. & C.	72.50
Sanitaria Springs, first A. & T.	75.00
Sanitaria Springs, second T. & C.	72.50
Sanitaria Springs, third T. & C.	72.50
Port Crane, first A. & T.	75.00
Port Crane, second T. & C.	75.00
Binghamton "YO", first T. & T.	75.00
Binghamton "YO", second T. & T.	75.00
Binghamton "YO", third T. & T.	75.00
Binghamton "BY", first T. & C.	75.00
Binghamton "BY", second T. & C.	75.00
Binghamton "BF", T. & C.	75.00
Duanesburg, A. & T.	75.00
Kellys, first A. & T.	75.00
Kellys, second T. & C.	72.50
Kellys, third T. & C.	72.50
Schenectady "DH", T. & C.	75.00
Mohawk "GE", first T. & C.	75.00
Mohawk "GE", second T. & C.	75.00
Mohawk "GE", third T. & C.	75.00
Glenville, first T. & T.	77.50
Glenville, second T. & T.	77.50
Glenville, third T. & T.	77.50
Ushers, A. & T.	75.00
Elmira, A. & T. (joint)	35.00
Mechanicville "FX", first T. & C.	77.50
Mechanicville "FX", second T. & C.	77.50

SARATOGA DIVISION.

Station and Position.	Rate Per Month.
Albany "RX", first Telgr.	\$ 80.00
Albany "RX", second Telgr.	80.00
Albany "RX", third Telgr.	80.00
Albany "LA", first T. & T.	80.00
Albany "LA", second T. & T.	80.00
Albany "LA", third T. & T.	80.00
Mehands, agent	62.50

Station and Position.	Rate Per Month.	Station and Position.	Rate per Month.
Cemetery, agent.....	\$ 70.00	Fort Ann, T. & C.....	\$ 70.00
Colonie, first T. & C.....	77.50	Comstock, A. & T.....	75.00
Colonie, second T. & C.....	77.50	Whitehall "WH", first T. & C.....	70.00
Watervliet "OW", first A. & T.....	82.50	Whitehall "WH", second T. & C.....	70.00
Watervliet "OW", second T. & C.....	70.00	Whitehall "HD", first T. & C.....	90.00
Watervliet "WI", first T. & T.....	80.00	Whitehall "HD", second T. & C.....	80.00
Watervliet "WI", second T. & T.....	80.00	Whitehall "HD", third T. & C.....	75.00
Watervliet, "WI", third T. & T.....	80.00	Fair Haven, A. & T.....	70.00
Cohoes "CH", first A. & T.....	85.00	Fair Haven, T. & C.....	75.00
Cohoes "CH", second T. & C.....	70.00	Hydeville, A. & T.....	75.00
Cohoes "CF", T. & C.....	82.50	Castleton, A. & T.....	72.50
West Waterford, A. & T.....	75.00	Castleton, T. & C.....	72.50
Green Island "QA", first A. & T.....	85.00	West Rutland, A. & T.....	77.50
Green Island "QA", second T. & C.....	70.00	West Rutland, T. & C.....	72.50
Green Island "FN", T. & C.....	75.00	Centre Rutland, agent.....	87.50
Waterford, agent.....	95.00	Centre Rutland, T. & C.....	75.00
Waterford, T. & C.....	75.00	Rutland, T. & C.....	72.50
"JA" Tower, first T. & T.....	77.50	Poultney, agent.....	102.50
"JA" Tower, second T. & T.....	77.50	Poultney, T. & C.....	75.00
"JA" Tower, third T. & T.....	77.50	Middle Granville, A. & T.....	65.00
Mechanicville "MN", first A. & T.....	87.50	Granville, agent.....	102.50
Mechanicville "MN", second T. & C.....	70.00	Granville, T. & C.....	75.00
Mechanicville "MN", third T. & C.....	70.00	West Pawlet, A. & T.....	75.00
Mechanicville "XO", first T. & T.....	93.00	West Pawlet, T. & C.....	75.00
Mechanicville "XO", second T. & T.....	93.00	Rupert, A. & T.....	70.00
Mechanicville "XO", third T. & T.....	93.00	Salem, agent.....	70.00
Mechanicville "WY", first T. & T.....	93.00	Salem, T. & C.....	75.00
Mechanicville "WY", second T. & T.....	93.00	Shushan, A. & T.....	72.50
Mechanicville "WY", third T. & T.....	93.00	Cambridge, agent.....	95.00
Mechanicville "MD", T. & C.....	75.00	Cambridge, T. & C.....	75.00
Round Lake, A. & T.....	72.50	Cambridge, T. & C.....	75.00
Ballston "GY", first T. & T.....	77.50		
Ballston "GY", second T. & T.....	77.50	CHAMPLAIN DIVISION.	
Ballston "GY", third T. & T.....	77.50		
Ballston "BA", first A. & T.....	85.00	Station and Position.	Rate per Month.
Ballston "BA", second T. & C.....	70.00	Clemons, A. & T.....	\$ 75.00
Ballston "BG", T. & C.....	75.00	Dresden, first A. & T.....	72.50
Ballston Lake, A. & T.....	70.00	Dresden, second T. & C.....	72.50
Saratoga "SY", first T. & C.....	77.50	Dresden, third T. & C.....	70.00
Saratoga "SY", second T. & C.....	77.50	Putnam, A. & T.....	70.00
Saratoga "SY", third T. & C.....	77.50	Wrights, agent.....	45.00
Saratoga "XN", first T. & C.....	80.00	Montcalm Landing, first A. & T.....	75.00
Saratoga "XN", second T. & C.....	80.00	Montcalm Landing, second T. & C.....	72.50
Saratoga "XN", third T. & C.....	80.00	Montcalm Landing, third T. & C.....	70.00
Kings, A. & T.....	70.00	Ticonderoga, A. & T.....	100.00
South Corinth, A. & T.....	70.00	Fort Ticonderoga, A. & T.....	75.00
Corinth, agent.....	67.50	Crown Point, first A. & T.....	70.00
Corinth, T. & C.....	72.50	Crown Point, second T. & C.....	70.00
Hadley, agent.....	70.00	Crown Point, third T. & C.....	70.00
Hadley, T. & C.....	72.50	Port Henry, first T. & C.....	75.00
Stony Creek, A. & T.....	70.00	Port Henry, second T. & C.....	72.50
Thurman, A. & T.....	70.00	Port Henry, third T. & C.....	72.50
The Glen, A. & T.....	75.00	Westport, agent.....	65.00
Riverside, agent.....	70.00	Westport, first T. & C.....	72.50
Riverside, T. & C.....	70.00	Westport, second T. & C.....	72.50
North Creek, A. & T.....	72.50	Westport, third T. & C.....	72.50
North Creek, T. & C.....	70.00	Wadhams, A. & T.....	72.50
North Creek, T. & C.....	70.00	Whallonsburg, A. & T.....	75.00
Warrensburg, agent.....	75.00	Essex, A. & T.....	72.50
Gansevoort, A. & T.....	72.50	Essex, T. & C.....	70.00
Fort Edward, first T. & C.....	77.50	Essex, T. & C.....	70.00
Fort Edward, second T. & C.....	75.00	Willsboro, first A. & T.....	75.00
Fort Edward, third T. & C.....	72.00	Willsboro, second T. & C.....	72.50
Hudson Falls, first T. & C.....	72.50	Willsboro, third T. & C.....	70.00
Hudson Falls, second T. & C.....	70.00	Port Kent, agent.....	85.00
Glens Falls, first T. & C.....	82.50	Port Kent, first T. & C.....	72.50
Glens Falls, second T. & C.....	72.50	Port Kent, second T. & C.....	72.50
Lake George "CW", agent.....	77.50	Port Kent, third T. & C.....	70.00
Lake George "CW", T. & C.....	70.00	Valcour, A. & T.....	70.00
Lake George "CW", T. & C.....	70.00	South Junction, first T. & C.....	70.00
Lake George "AK", T. & C.....	75.00	South Junction, second T. & C.....	70.00
Smiths Basin, first A. & T.....	82.50	Peru, A. & T.....	65.00
Smiths Basin, second T. & C.....	70.00	Ausable Forks, A. & T.....	70.00
Fort Ann, A. & T.....	75.00	Bluff Point, A. & T.....	125.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Bluff Point Tower, first T. & T.....	\$ 75.00	Morrisonville, A. & T.....	\$ 75.00
Bluff Point Tower, second T. & T.....	75.00	Cadyville, A. & T.....	72.50
Bluff Point Tower, third T. & T.....	75.00	Dannemora, first A. & T.....	65.00
Cliff Haven, A. & T.....	125.00	Dannemora, second T. & C.....	72.50
Plattsburg "BU", agent.....	108.00	Russia, A. & T.....	72.50
Plattsburg "BU", assistant agent.....	72.50	Chazy Lake, A. & T.....	72.50
Plattsburg "BU", first T. & C.....	75.00	Lyon Mountain, agent.....	100.00
Plattsburg "BU", second T. & C.....	75.00	Lyon Mountain, T. & C.....	70.00
Plattsburg "BU", third T. & C.....	72.50	Standish, agent.....	77.50
West Chazy, first A. & T.....	72.50	Standish, T. & C.....	70.00
West Chazy, second T. & C.....	72.50	Loon Lake, A. & T.....	72.50
Chazy, agent.....	72.50	Bloomington, A. & T.....	70.00
Chazy, first T. & C.....	70.00	Saranac Lake, first T. & C.....	70.00
Chazy, second T. & C.....	70.00	Saranac Lake, second T. & C.....	70.00
Coopersville, A. & T.....	70.00	Lake Placid, agent.....	92.50
Rouses Point first T. & C.....	87.50	Lake Placid, T. & C.....	70.00
Rouses Point, second T. & C.....	72.50	Mooers Junction, A. & T.....	80.00
Rouses Point, third T. & C.....	70.00		

The Denver & Rio Grande Railroad Company

EFFECTIVE FEBRUARY 1, 1917.

1. All employees assigned by proper authority to perform telegraph service or handle train orders by telegraph or telephone as listed in articles governing rates of pay will be considered telegraphers within the meaning of this schedule.

2. At offices where two or more telegraphers are employed, the agent-telegrapher will be the office manager. Where there is no agent-telegrapher, the first trick telegrapher will be office manager, unless otherwise authorized by superintendent telegraph.

3. Telegraphers, except those working nine hours or less, will be allowed sixty minutes between the fifth and seventh hour on duty in which to procure meal, unless other designated hours are arranged with chief train dispatcher. When they cannot be excused before the expiration of the sixth hour, or the expiration of hours arranged with chief train dispatcher, they shall receive one hour overtime pro rata, but not less than thirty-five cents, and will be allowed thirty minutes for lunch as soon thereafter as practicable.

4. At the following offices, eight and one-half consecutive hours, including thirty minutes for meal, will constitute a day's work; overtime pro rata, but not less than forty-five cents per hour: Denver "DC," Pueblo "SB," Salida "S," Grand Junction "JN," and Salt Lake City "UN."

5. The hours of service for telegraphers coming under the provisions of the federal law will be arranged to conform therewith.

Where thirteen hours' service is permitted, eleven hours, including meal hour, will constitute a day.

At all other offices, where three or more telegraphers are employed, nine hours, without meal hour, will constitute a day.

Regular hours of service for each telegrapher in train order offices will be specified by the chief train dispatcher.

Telegraphers required to remain on duty in excess of specified hours will be paid over-

time pro rata, but not less than thirty-five cents per hour.

If called or instructed by competent authority to report for extra service, sixty cents will be allowed for each call, and if kept on duty longer than one hour will receive overtime pro rata, but not less than thirty-five cents per hour after the first hour.

In computing overtime, less than thirty minutes will not be counted; thirty minutes and less than sixty minutes will be counted as one hour.

Claims for overtime must be mailed promptly to the chief train dispatcher, and if disallowed, operators must be notified without unnecessary delay, stating reason.

6. Telegraphers may be assigned hours of two periods in each twenty-four hour period, but when so assigned they will not be required to work more than nine hours in each twenty-four hours, nor shall there be more than three hours intermission between the two periods.

Telegraphers working nine hours or less, in addition to performing other proper duties required by the agent, may be required to attend switch lights at points where section men are not located.

When not required, all telegraphers will be excused Sundays and holidays. When required, five consecutive hours or three hours with a split at the option of the company will constitute a day's work for telegraphers working in excess of nine hours, except that in Denver "DC," Pueblo "SB," Salida "S," Grand Junction "JN" and Salt Lake City "UN," five consecutive hours will constitute a day's work on Sundays and holidays. All Sunday and holiday hours to be assigned within the regular week day period and not subject to temporary change. When required to work in excess of such hours, overtime will be allowed pro rata with minimum specified for that office. Holidays—New Year's, Decoration day, Fourth of July, Labor day, Thanksgiving and Christmas.

7. The rates of pay named herein include such privileges as free occupancy of certain assigned buildings located upon the company's ground, together with fuel, light, ice and water used therein.

8. Telegraphers, while on duty, will assist in station work to the extent that such work will not interfere with their telegraphic duties.

9. Telegraphers required to operate gasoline pumps will receive \$10.00 per month for such service. At offices where more than twelve cells of local batteries are in use the linemen will be required to clean them.

10. Regular telegraphers taken from their assigned service to perform duty at wrecks, washouts, snow blockades and similar service away from their designated offices will be paid their regular salary and overtime after the number of hours of their assignment, but with a minimum of \$3.50 per day for ten hours' service or less; extra telegraphers, when used in such service, will receive \$3.00 per day for ten hours' service or less; time to be computed from time they leave until their return, deducting time relieved from duty.

Regularly assigned telegraphers will not be required to perform relief work except in case of emergency and when such work is required, shall receive the higher pay of the two positions and will be allowed one dollar (\$1.00) per day for expenses while away from their regular assigned stations.

11. When a telegrapher is transferred by order of the company, or to accept bulletined position, he will be given free transportation for himself, dependent members of his family, household and personal effects not exceeding one carload, and will be allowed the rate of pay which governs the position he is leaving while enroute and making such transfer.

12. At stations where household supplies cannot be procured, free freight rate will be granted telegraphers on such supplies as provided in published tariffs.

13. Telegraphers will be regarded as in line of promotion dependent upon the faithful performance of their duties and fitness for increased responsibility, and where these are sufficient in the judgment of the officers, seniority will have preference. Telegraphers transferred at their request and proving incapable of holding such position will, if retained in the service, be placed on extra list with no change in their seniority rights.

Telegraphers assigned to other duties shall not lose their rights to position vacated for a period of six months. When returned to telegraph service after that time, they shall be placed on extra list, on division from which taken, retaining their seniority rights, which must be claimed within thirty days from time of reduction.

14. Seniority rights on the Colorado lines will extend over each superintendent's territory; on the Utah lines, over the entire line. Vacancies in Grand Junction "JN" and Salida "S" will be open to telegraphers on both the second and third divisions. Seniority list of telegraphers will be furnished by the superintendent to each station on his division in the month of January each year.

Telegraphers may exchange positions and seniority between divisions with consent of the superintendents, exchange to be made without cost to the company.

15. When a permanent vacancy occurs or a new telegraphic position is created, in order that eligible employees may apply for same, a bulletin will be issued within ten days from date of vacancy. The position will be held open ten days and appointment will be made within thirty days from date of bulletin.

Temporary positions opened for thirty days or more of service will be bulletined as such, stating probable length of time to be open. Telegraphers, holding regular positions, may bid on temporary positions but must return to their regular position when the temporary position is closed.

Either a vacancy must exist or there must be a material change in a position before a telegrapher can displace a junior one.

16. Temporary vacancies of thirty days or more will be filled by the senior extra telegraphers when available. In event of such vacancies at offices where two or more telegraphers are employed, regular men may exercise their seniority over extra men during such temporary vacancies. There must be no violation of the hours of service law in making such changes.

Extra telegraphers who have performed initial service, traveling at the instance of the company, will receive thirty-five cents per hour for necessary time consumed in deadheading with a minimum of six hours for each movement and a maximum of not more than one day's pay of the telegrapher relieved.

17. In filling the position of agent at the following stations, telegraphers will be advised and their applications given consideration: Canon City, Minnequa, Walsenburg, Trinidad, Salida, Minturn, Glenwood Springs, Montrose, Alamosa, Price, Helper, Provo, Midvale and Hiawatha, provided, however, that this rule will not be applicable beyond each assistant general manager's jurisdiction.

18. A telegrapher leaving the service of the company will, at his request, be given a service letter from the proper officer stating term of service, capacity in which employed and whether discharged or leaving of his own accord. If discharged, cause of dismissal will be stated.

19. Telegraphers required by proper authority to be absent from duty on company business will be paid their regular salary, and if away from home, allowed necessary expenses, not to exceed three dollars per day.

20. No employee other than covered by this schedule and train dispatchers will be permitted to handle train orders at telegraph or telephone offices where an operator is employed, can be promptly located and is available.

21. The general telegraph offices at "DC" Denver and "UN" Salt Lake City will be open to telegraphers of all divisions, subject to approval of superintendent telegraph; vacancies to be bulletined as provided in Article XV.

22. Telegraphers will not be disciplined or discharged from the service without just

cause and until after a fair and impartial investigation; if suspended pending investigation, they will be given a hearing within ten days, and, when practicable, the superintendent will be present. They will have the right of appeal to the superintendent, assistant general manager and general manager in the order named.

When disciplined or discharged, if, after investigation, it is found they are not at fault, they will be reinstated and paid for time lost; such investigation to be held within ten days, if practicable, after request in writing by party disciplined.

They may have the privilege of being represented by a co-employee at the investigation, if they so desire.

Grievances will be taken up with the proper officials within thirty days; otherwise, redress in such cases will be waived.

23. When additional telegraphic positions are created, which are not covered by this schedule, compensation will be fixed in conformity with similar class on same district.

When commissions accruing to any position are materially reduced or removed entirely, prompt adjustment of salary will be made.

24. Rates of pay per calendar month:

GENERAL OFFICE.	
Station and Position.	Rate per Month.
Denver "DC", manager, first telegrapher.....	\$125.00
Denver "DC", telegraphers.....	105.00

FIRST DIVISION.	
Station and Position.	Rate per Month.
Denver "DN", first telegrapher.....	\$ 97.50
Denver "DN", second telegrapher....	97.50
Denver "DN", third telegrapher.....	97.50
Denver "YD", first telegrapher.....	87.50
Burnham, agent telegrapher.....	100.00
Ft. Logan, agent telegrapher.....	80.00
Littleton, agent telegrapher.....	85.00
Littleton, first telegrapher.....	80.00
Littleton, second telegrapher.....	80.00
Louviers, agent telegrapher.....	90.00
Louviers, first telegrapher.....	75.00
Sedalia, agent telegrapher.....	80.00
Castle Rock, agent telegrapher.....	87.50
Castle Rock, first telegrapher.....	80.00
Larkspur, agent telegrapher.....	80.00
Greenland, agent telegrapher.....	80.00
Palmer Lake, agent telegrapher.....	90.00
Palmer Lake, first telegrapher.....	80.00
Palmer Lake, second telegrapher.....	80.00
Monument, agent telegrapher.....	80.00
Husted, agent telegrapher.....	80.00
Colo. Sprgs. Tkt. Clks., first teleg.....	105.00
Colo. Sprgs. Tkt. Clks., second teleg.....	92.50
Colo. Sprgs. Tkt. Clks., third teleg.....	92.50
Colorado City, agent telegrapher.....	82.50
Manitou, agent telegrapher.....	92.50
Fountain, agent telegrapher.....	85.00
Buttes, agent telegrapher.....	80.00
Wigwam, agent telegrapher.....	80.00
Wigwam, first telegrapher.....	75.00
Pinon, first telegrapher.....	80.00
Eden, first telegrapher.....	82.50
Pueblo "SB", W. C. & Mgr.....	125.00
Pueblo "SB", telegraphers.....	105.00
Swallows, agent telegrapher.....	82.50
Carlisle, first telegrapher.....	80.00
Beaver, agent telegrapher.....	80.00

Station and Position.	Rate per Month.
Concrete, agent telegrapher.....	\$ 82.50
Portland, agent.....	90.00
Portland, first telegrapher.....	80.00
Florence, agent.....	125.00
Florence, first telegrapher.....	92.50
Florence, second telegrapher.....	87.50
Florence, third telegrapher.....	87.50
Canon City, first telegrapher.....	90.00
Canon City, second telegrapher.....	87.50
Canon City, third telegrapher.....	85.00
Sample, first telegrapher.....	80.00
Parkdale, agent telegrapher.....	80.00
Echo, first telegrapher.....	80.00
Westcliffe, agent telegrapher.....	82.50
Texas Creek, agent telegrapher.....	90.00
Cotopaxi, agent telegrapher.....	85.00
Howard, agent telegrapher.....	87.50
Swissvale, first telegrapher.....	80.00
Swissvale, second telegrapher.....	75.00
Cuchara Jct., agent telegrapher.....	87.50
Cuchara Jct., first telegrapher.....	75.00
Walsenburg, first telegrapher.....	87.50
Rouse Jct., agent telegrapher.....	87.50
Rouse, agent telegrapher.....	87.50
Augusta, agent telegrapher.....	80.00
Barnes, agent telegrapher.....	82.50
Trinidad, first telegrapher.....	90.00

SECOND DIVISION.	
Station and Position.	Rate per Month.
Salida "S", W. C. & Mgr.....	\$125.00
Salida "S", telegraphers.....	105.00
Nathrop, first telegrapher.....	80.00
Nathrop, second telegrapher.....	75.00
Buena Vista, agent.....	100.00
Buena Vista, first telegrapher.....	87.50
Buena Vista, second telegrapher.....	82.50
Buena Vista, third telegrapher.....	80.00
Granite, agent telegrapher.....	85.00
Granite, first telegrapher.....	80.00
Malta, agent telegrapher.....	95.00
Malta, first telegrapher.....	85.00
Malta, second telegrapher.....	85.00
Leadville, first telegrapher.....	97.50
Tenn. Pass, agent telegrapher.....	85.00
Tenn. Pass, first telegrapher.....	85.00
Tenn. Pass, second telegrapher.....	80.00
Deen, first telegrapher.....	80.00
Pando, agent telegrapher.....	82.50
Red Cliff, agent telegrapher.....	90.00
Minturn, first telegrapher.....	92.50
Minturn, second telegrapher.....	92.50
Minturn, third telegrapher.....	90.00
Avon, agent telegrapher.....	80.00
Wolcott, agent telegrapher.....	90.00
Wolcott, first telegrapher.....	80.00
Eagle, agent telegrapher.....	85.00
Eagle, first telegrapher.....	80.00
Eagle, second telegrapher.....	80.00
Gypsum, agent telegrapher.....	87.50
Gypsum, first telegrapher.....	75.00
Shoshone, agent telegrapher.....	82.50
Glenwood Springs, first telegrapher....	92.50
Glenwood Springs, second telegrapher....	92.50*
Carbondale, agent.....	85.00
Carbondale, first telegrapher.....	80.00
Grand Jct. "JN", W. C. & Mgr.....	125.00
Grand Jct. "JN", telegraphers.....	105.00

THIRD DIVISION.

Station and Position.	Rate per Month.
Villa Grove, agent telegrapher.....	\$ 85.00
Moffat, agent telegrapher.....	82.50
Hooper, agent telegrapher.....	82.50
Marshall Pass, first telegrapher.....	90.00
Sargent, agent telegrapher.....	90.00
Sargent, first telegrapher.....	75.00
Gunnison, agent.....	100.00
Gunnison, first telegrapher.....	95.00
Crested Butte, agent telegrapher.....	100.00
Pitkin, agent telegrapher.....	80.00
Sapinero, agent telegrapher.....	87.50
Cimarron, agent telegrapher.....	87.50
Montrose, first telegrapher.....	92.50
Ridgway, agent telegrapher.....	100.00
Ouray, agent telegrapher.....	90.00
Olathe, agent telegrapher.....	87.50
Delta, agent.....	90.00
Delta, first telegrapher.....	92.50
Delta, second telegrapher.....	75.00
Whitewater, agent telegrapher.....	80.00
Austin, agent telegrapher.....	82.50
Hotchkiss, agent telegrapher.....	90.00
Paonia, agent.....	90.00
Paonia, first telegrapher.....	80.00
Somerset, agent telegrapher.....	85.00

FOURTH DIVISION.

Station and Position.	Rate per Month.
La Veta, agent.....	\$ 90.00
LaVeta, second telegrapher.....	82.50
La Veta, third telegrapher.....	82.50
La Veta Pass, agent telegrapher.....	90.00
Garland, agent telegrapher.....	80.00
Blanca, agent telegrapher.....	82.50
Blanca, first telegrapher.....	75.00
Alamosa, first telegrapher.....	95.00
La Jara, agent telegrapher.....	82.50
Romeo, agent telegrapher.....	80.00
Antonito, agent telegrapher.....	87.50
Osier, first telegrapher.....	80.00
Cumbres, agent telegrapher.....	90.00
Chama, agent.....	90.00
Chama, first telegrapher.....	87.50
Chama, second telegrapher.....	85.00
Monero, agent telegrapher.....	80.00
Lumberton, agent telegrapher.....	85.00
Dulce, agent telegrapher.....	82.50
Pagosa Jct., agent telegrapher.....	87.50
Pagosa Jct., first telegrapher.....	75.00
Pagosa Springs, agent telegrapher.....	82.50
Ignacio, agent telegrapher.....	80.00
Durango, first telegrapher.....	92.50
Silverton, agent.....	100.00
Silverton, first telegrapher.....	87.50
Aztec, agent telegrapher.....	82.50
Farlington, agent telegrapher.....	85.00
Taos Jct., agent telegrapher.....	80.00
Embudo, agent telegrapher.....	80.00
Embudo, first telegrapher.....	75.00
Espanola, agent.....	90.00
Espanola, first telegrapher.....	80.00
Santa Fe, agent telegrapher.....	107.50
Monte Vista, agent telegrapher.....	100.00
Del Norte, agent telegrapher.....	87.50
Creede, agent telegrapher.....	105.00

GREEN RIVER DIVISION.

Station and Position.	Rate per Month.
Fruita, agent telegrapher.....	\$ 77.50
Loma, agent telegrapher.....	80.00
Mack, agent.....	82.50
Mack, first telegrapher.....	80.00
Mack, second telegrapher.....	80.00
Mack, third telegrapher.....	80.00
Westwater, agent telegrapher.....	80.00
Westwater, first telegrapher.....	75.00
Cisco, agent telegrapher.....	80.00
Cisco, first telegrapher.....	80.00
Thompson, agent.....	80.00
Thompson, first telegrapher.....	80.00
Thompson, second telegrapher.....	80.00
Thompson, third telegrapher.....	80.00
Green River, agent.....	75.00
Green River, first telegrapher.....	85.00
Green River, second telegrapher.....	82.50
Green River, third telegrapher.....	82.50
Woodside, agent telegrapher.....	80.00
Mounds, agent telegrapher.....	80.00
Mounds, first telegrapher.....	80.00
Price, first telegrapher.....	85.00
Price, second telegrapher.....	82.50
Sunnyside, agent.....	85.00
Sunnyside, first telegrapher.....	82.50
Helper, first telegrapher.....	92.50
Helper, second telegrapher.....	92.50
Helper, third telegrapher.....	92.50

SALT LAKE DIVISION.

Station and Position.	Rate per Month.
Hiawatha, first telegrapher.....	\$ 82.50
Castle Gate, agent.....	85.00
Castle Gate, first telegrapher.....	82.50
Castle Gate, second telegrapher.....	75.00
Kyune, first telegrapher.....	80.00
Kyune, second telegrapher.....	80.00
Kyune, third telegrapher.....	80.00
Colton, agent telegrapher.....	82.50
Scofield, agent.....	85.00
Scofield, first telegrapher.....	82.50
Soldier Summit, first telegrapher.....	80.00
Soldier Summit, second telegrapher.....	80.00
Soldier Summit, third telegrapher.....	80.00
Gilluly, first telegrapher.....	80.00
Gilluly, second telegrapher.....	80.00
Gilluly, third telegrapher.....	80.00
Thistle, agent.....	90.00
Thistle, first telegrapher.....	87.50
Thistle, second telegrapher.....	87.50
Thistle, third telegrapher.....	85.00
Springville, agent telegrapher.....	90.00
Provo, first telegrapher.....	87.50
Provo, second telegrapher.....	85.00
Provo, third telegrapher.....	82.50
American Fork, agent telegrapher.....	82.50
American Fork, first telegrapher.....	75.00
Lehi, agent telegrapher.....	87.50
Mesa, agent telegrapher.....	80.00
Riverton, agent telegrapher.....	80.00
Midvale, first telegrapher.....	85.00
Midvale, second telegrapher.....	85.00
Midvale, third telegrapher.....	85.00
Murray, agent.....	97.50
Murray, first telegrapher.....	80.00
Salt Lake "UN", W. C. & Mgr.....	125.00
Salt Lake "UN", telegraphers.....	105.00
Salt Lake "SK", first telegrapher.....	82.50
Layton, agent telegrapher.....	80.00
Kaysville, agent telegrapher.....	80.00
Ogden "OG", first telegrapher.....	87.50

Station and Position.	Rate per Month.
Ogden "OG", second telegrapher.....	\$ 87.50
Ogden "OG", third telegrapher.....	87.50
Park City, agent telegrapher.....	87.50
Heber, agent telegrapher.....	80.00
Spanish Fork, agent telegrapher.....	77.50
Payson, agent telegrapher.....	80.00
Goshen, agent telegrapher.....	77.50
Eureka, agent telegrapher.....	82.50
Silver City, agent telegrapher.....	80.00
Cuprum, first telegrapher.....	80.00
Bingham, agent.....	125.00
Bingham, first telegrapher.....	82.50
Garfield, agent telegrapher.....	100.00
Fairview, agent telegrapher.....	75.00
Mt. Pleasant, agent telegrapher.....	75.00
Spring City, agent telegrapher.....	75.00
Ephraim, agent telegrapher.....	75.00
Manti, agent telegrapher.....	75.00
Gunnison, agent telegrapher.....	75.00

Station and Position.	Rate per Month.
Salina, agent telegrapher.....	\$ 75.00
Richfield, agent telegrapher.....	75.00
Elsinor, agent telegrapher.....	75.00
Marysvale, agent.....	75.00
Marysvale, first telegrapher.....	82.50
Maroni, agent telegrapher.....	75.00

25. This schedule supersedes all former rules and rates of pay and becomes effective February 1, 1917.

For the Company:

J. M. WALKER,
Superintendent Telegraph.

For the Telegraphers:

H. J. FULTON,
General Chairman.

Approved: A. E. SWEET,
Vice-President and General Mgr.

Detroit, Toledo & Ironton Railroad Company

(EFFECTIVE APRIL 16, 1917.)

ARTICLE I.

Employees required to perform telegraph service of any character or duration, also agents or other employees included in the wage scale, will be considered telegraphers within the meaning of this agreement.

ARTICLE II.

The right of promotion of telegraphers will extend over entire line, and will be governed by merit, fitness and ability. Where these are sufficient, the telegrapher longest in the service will have preference. The seniority of telegraphers will date from their last appointment as such, and will only be effective when vacancies occur or new positions are created.

When vacancies occur, or new positions are created, they will be advertised over entire line, and application for same must be made within five days, and appointment will be made within the next ten days. Acknowledgment will be made of all applications. A telegrapher declining to accept promotion or withdrawing his application on an advertised position in any instance, does not forfeit his rights to the same or any other position when a vacancy occurs. A list of all telegraphers will be furnished the chairman of the telegrapher's committee in January of each year. The same to be subject to correction on proper representation from any telegrapher at any time. When a telegrapher's position is abolished, the telegrapher thereby displaced will be entitled, at his option, either to the position held by the last permanently located telegrapher, his seniority permitting, or of

going on extra list, but in either case he shall retain his seniority rights.

ARTICLE III.

Telegraphers will not be discharged or suspended without just cause, and will be given a hearing within seven days, if practicable, upon request of party disciplined. A telegrapher may be accompanied by another telegrapher in the service of the company of his own selection at the investigation. If, after investigation, he is found not at fault, he shall be reinstated and paid for time lost. The result of investigation will be announced within seven days after completion. Any decision considered unjust may be appealed to higher officers.

ARTICLE IV.

Attending court as witnesses by direction of an officer of the company regular wages will be paid and necessary expenses when away from home. Court fees to be assigned to the company.

ARTICLE V.

At offices where but one telegrapher is employed, twelve consecutive hours (including meal hour) between 6:00 a. m. and 7:00 p. m. will constitute a day's work, hours to be fixed by the general superintendent. At same stations telegraphers will be allowed one hour for meal between 11:00 a. m. and 1:00 p. m.

If not allowed one hour for meals as above they will be allowed one hour overtime and will be excused thirty minutes for lunch as soon thereafter as practicable.

ARTICLE VI.

Overtime will be paid at thirty-five cents per hour for time worked outside of regular hours, actual time, five minute periods to be counted in all cases. If called to office after being relieved from duty, an allowance of fifty cents will be made, and if kept on duty more than one hour, overtime will be allowed for all time after the first hour.

Overtime must be reported in writing to the proper officials within forty-eight hours from time made, and if for any reason overtime is not allowed, the telegrapher will be notified and reason given.

ARTICLE VII.

Telegraphers at offices where but one telegrapher is employed will attend all regular passenger trains without extra compensation when such trains are scheduled to stop, or stop on signal at their respective stations within the assigned working hours of such stations on Sundays.

Day telegraphers will report for duty on Sunday at a stated time and remain on duty one hour without extra compensation, when, if not required for further duty, they will be excused by proper authorities, and if required for further duty they will receive overtime.

Agents or telegraphers will be required to sell tickets for Sunday excursions when run within their regular week day hours.

ARTICLE VIII.

The minimum rate of pay for telegraphers will be \$60.00 per month. When additional telegraphers' positions are created, compensation will be fixed to conform with that of positions as shown in this schedule.

ARTICLE IX.

Detroit, Wyandotte, Adrian, Napoleon, Lima, Springfield, Washington C. H., Jackson, Ironton and Ashland are appointive agencies to which the foregoing articles of agreement do not apply. Neither do they apply to train dispatchers.

ARTICLE X.

WAGE SCALE.

Station and Position.	Rate per Month.
Delray, first operator and clerk.....	\$ 80.00
Delray, second operator and clerk.....	80.00
Short Cut, first operator.....	75.00
Short Cut, second operator.....	75.00
Short Cut, third operator.....	75.00
Wyandotte, first operator and clerk..	80.00
Wyandotte, second operator and clerk	75.00
Flat Rock, agent and operator.....	70.00
Carleton, agent and operator.....	80.00
Scofield, agent and operator.....	65.00
Maybee, agent and operator.....	70.00
Dundee, agent.....	80.00
Dundee, first operator and clerk.....	70.00
Dundee, second operator and clerk....	70.00

Station and Position.	Rate per Month.
Dundee, third operator and clerk.....	\$ 70.00
Tecumseh, agent.....	85.00
Adrian, operator and clerk.....	70.00
South Adrian, first operator.....	65.00
South Adrian, second operator.....	65.00
South Adrian, third operator.....	65.00
Denson, agent and operator.....	70.00
Wauseon, agent.....	85.00
Napoleon, first operator and clerk.....	75.00
Napoleon, second operator and clerk..	75.00
Napoleon, third operator and clerk....	70.00
Hamler, agent.....	85.00
Leipsic, agent and operator.....	80.00
Ottawa, agent and operator.....	70.00
Columbus Grove, agent and operator..	67.50
East Lima, operator and clerk.....	75.00
Unipolis, agent and operator.....	65.00
St. Johns, agent and operator.....	65.00
Slater, agent and operator.....	75.00
Jackson Center, agent and operator..	70.00
Maplewood, agent and operator.....	65.00
Quincy, agent and operator.....	70.00
Rosewood, agent and operator.....	65.00
St. Paris, agent and operator.....	80.00
Thackery, agent and operator.....	65.00
Springfield "NA", ticket agent.....	77.50
Springfield "GO", North wire, operator	85.00
Springfield "GO", South wire, operator	100.00
East Springfield, operator and clerk..	90.00
A. K. Tower, first operator.....	77.00
A. K. Tower, second operator.....	77.00
A. K. Tower, third operator.....	77.00
Y. K. Tower, first operator.....	79.00
Y. K. Tower, second operator.....	79.00
Y. K. Tower, third operator.....	79.00
So. Charleston, agent and operator...	95.00
So. Salem, agent and operator.....	85.00
Jeffersonville, agent and operator....	100.00
Jeffersonville, operator and clerk.....	85.00
Washington "CH", first Opr. and Clk.	85.00
Good Hope, agent and operator.....	80.00
Greenfield, agent and operator.....	115.00
Greenfield, first operator and clerk....	90.00
Greenfield, second operator and clerk	85.00
Bainbridge, agent.....	95.00
Bainbridge, first operator and clerk..	80.00
Bainbridge, second operator and clerk	80.00
Bainbridge, third operator and clerk..	80.00
Summit, agent and operator.....	80.00
Waverly, agent and operator.....	95.00
Glen Jean Joint, agent and operator..	60.00
Glen Jean Joint, operator and clerk..	95.00
Givens, agent and operator.....	85.00
Beaver, agent and operator.....	85.00
Jackson "X".....	70.00
Jackson "J", operator and clerk.....	90.00
Wellston, agent and operator.....	80.00
Lisman, agent and operator.....	95.00
Ironton, operator and clerk.....	75.00

There will be no change in the foregoing rules and rates of pay except on thirty (30) days' notice.

DETROIT, TOLEDO & Ironton R. R. CO.

By G. W. THOMPSON,

Approved: General Superintendent.

J. M. KURN, President.

J. H. FRASER, General Manager.

Signed for telegraphers, by

H. Y. BENNER, P. W. HEATON,

R. L. PALMER, Committee.

Dominion Atlantic Railway Company

(EFFECTIVE OCTOBER 1, 1916.)

ARTICLE I.

Wherever the word telegrapher appears it shall be considered as coming within the meaning of this schedule; also any employes filling any position incorporated in this schedule, whether rated as agent, assistant agent, clerk, operator or otherwise on the line of railway, will be considered as telegraphers within the meaning of this schedule, irrespective of the title by which designated or character of service performed.

ARTICLE II.

Employees will not be discriminated against for being members of the Order of Railroad Telegraphers, nor for serving on boards of adjustment representing telegraphers, and will be given leave of absence and furnished free transportation for such purpose. They will also be given the same privileges to attend their meetings on any part of the line if it is possible to do so without inconvenience to the railway.

ARTICLE III.

No telegrapher will be suspended or discharged without just cause. When they consider they have been unjustly treated they will have the right to appeal to the general manager. In case a telegrapher has been disciplined or discharged and after investigation is found not to be at fault, he will be reinstated and paid at his stated rate of salary, but not more than one day to be allowed in each twenty-four hours, and any expenses incurred at the investigation will be reimbursed him. Such investigation will be held and decision rendered within ten days after the request by the party disciplined. Telegraphers may have the assistance of a co-telegrapher if they so desire.

ARTICLE IV.

Telegraphers attending court or absent from their regular duties on business for the company will be paid their regular salaries with one dollar per day added if they are kept away from home. Not more than one day to be allowed in each twenty-four hours.

ARTICLE V.

Eight consecutive hours and time for transfer will constitute a day's work for dispatchers and twelve consecutive hours, including meal hours, will constitute a day's work for all other telegraphers. Dispatchers will grant two meal hours to a telegrapher working twelve hours, the intention being to grant regular meal hours as far as the business of the company permits.

ARTICLE VI.

(a) Telegraphers will be allowed overtime when required to remain on duty in the performance of any duty required by the company any longer than the number of hours constituting a day's work, according to location.

(b) The rate of overtime will be thirty (30) cents per hour, except for dispatchers which will be at the rate of thirty-five (35) cents per hour. In computing overtime fractions of an hour less than thirty minutes will not be counted. Thirty minutes and less than one hour will be counted as an hour.

(c) If a telegrapher is called before or after office hours he will be allowed fifty cents for the call which shall cover one hour's service. If kept on duty more than one hour, overtime will be allowed thereafter as per clause (b) of this article.

(d) Telegraphers required to perform services on Sunday will be paid for such service at overtime rate as shown in Article VI.

(e) Overtime will not be allowed unless overtime tickets are sent to the proper official within forty-eight hours from the time service is performed. If overtime is not allowed they will be notified within ten days to that effect, together with reason why not allowed.

ARTICLE VII.

(a) Train dispatchers will be allowed three weeks' leave of absence each year with full pay. Other telegraphers will be allowed two weeks' leave of absence each year with full pay.

(b) If the company finds it inconvenient to grant leave of absence during any year to a telegrapher entitled to it under this article, the telegrapher will receive compensation at his regular salary for the period.

Application for leave of absence filed in January of each year will be given preference in order of seniority of applicants, and applicants will be advised in February of the dates allotted to them.

January applications will have preference over later applications, and applicants after September 30th will not be entitled to salary compensation if the company is unable to relieve them in that year.

The company will, as far as practicable, relieve all applicants during the summer season when so desired. Applications must be filed with the local chairman.

ARTICLE VIII.

Telegraphers transferred will be furnished free transportation for themselves, their wives and families, and household effects,

and will suffer no loss of time while in transit or while making such transfer.

ARTICLE IX.

When additional telegraphers' positions are created compensation will be fixed in conformity with positions of a like class in this schedule.

ARTICLE X.

When vacancies occur, the chairman will be advised, and he will submit the name of their nominee to the management.

ARTICLE XI.

The rights of promotion of telegraphers will extend over the whole system; where ability is sufficient seniority will have preference; seniority will date from the last time of entering the service.

ARTICLE XII.

When a telegrapher is transferred, and after a fair trial is found incapable, he will take his place on the extra list, but he will retain his seniority rights.

ARTICLE XIII.

Telegraphers declining to accept promotion to any position do not forfeit their seniority rights to it or any other position when a vacancy occurs.

ARTICLE XIV.

Seniority will only be effective when vacancies occur. In the event of a reduction in staff, the junior man will be laid off first.

ARTICLE XV.

A list of telegraphers will be furnished the local chairman prepared according to seniority; this will be revised annually, and a copy furnished the local chairman.

ARTICLE XVI.

As the rules and rates of pay established in this schedule include certain privileges and concessions, none of these privileges or concessions will be abridged or annulled.

WAGE SCALE.

Station and Position.	Rate per Month.
Halifax (North Street), freight agent.	\$100.00
Halifax (North Street), operator.	50.00
Beaver Bank, agent.	50.00
Mount Uniacke, agent.	50.00
Ellershous, agent.	50.00
Newport, agent.	50.00
Windsor, agent.	105.00
Windsor, operator.	75.00

Station and Position.	Rate Per Month.
Brooklyn, agent.	\$ 60.00
Scotch Village, agent.	35.00
Clarksville, agent.	50.00
Kennetcook, agent.	50.00
South Maitland, agent.	50.00
Falmouth, agent.	50.00
Hantsport, agent.	60.00
Avonport, agent.	30.00
Horton Landing, agent.	50.00
Grand Pre, agent.	35.00
Wolfville, agent.	90.00
Port Williams, agent.	70.00
Kentville, freight agent.	85.00
Kentville, ticket agent.	55.00
Kentville, first dispatcher.	100.00
Kentville, second dispatcher.	85.00
Kentville, third dispatcher.	75.00
Kentville, operator.	60.00
Coldbrook, agent.	25.00
Cambridge, agent.	50.00
Waterville, agent.	60.00
Berwick, agent.	80.00
Aylesford, agent.	60.00
Auburn, agent.	40.00
Kingston, agent.	60.00
Wilmot, agent.	50.00
Middleton, agent.	100.00
Middleton, freight clerk.	60.00
Lawrencetown, agent.	70.00
Paradise, agent.	40.00
Bridgetown, agent.	82.50
Tupperville, agent.	40.00
Round Hill, agent.	50.00
Annapolis Royal, agent.	82.50
Clementsport, agent.	50.00
Deep Brook, agent.	30.00
Bear River, agent.	50.00
Digby, agent.	97.50
North Range, agent.	50.00
Weymouth, agent.	70.00
Church Point, agent.	50.00
Meteghan, agent.	50.00
Hectanooga, agent.	50.00
Brazil Lake, agent.	50.00
Ohio, agent.	25.00
Hebron, agent.	50.00
Yarmouth, agent.	105.00
Yarmouth, freight clerk.	60.00
Aldershot, agent.	45.00
Centreville, agent.	30.00
Sheffield Mills, agent.	30.00
Canning agent.	50.00
Kingsport, agent.	40.00

This agreement will take effect from October 1, 1916, and will continue in effect for one year and thereafter until terminated by sixty days' notice by either party.

For telegraphers,

O. C. JONES,

Local Chairman,

O. R. T. Div. 114.

Approved and agreed to

For the Dominion Atlantic Ry. Co.

GEORGE E. GRAHAM,

General Manager.

Kentville, N. S., August 31, 1916.

Duluth, South Shore & Atlantic Railway Company

Mineral Range Railroad Company

(RATES OF PAY EFFECTIVE AUGUST 10, 1917.)

(RULES EFFECTIVE JANUARY, 15, 1918.)

The following rules and rates of pay will govern the employment of telegraphers and station agents upon the lines of these companies. Rates of pay effective August 10, 1917; rules effective January 15, 1918:

ARTICLE I.

All employes performing the duties of a telegrapher, except train dispatchers, whether termed operator, or agent and operator, also station agents and levermen, specified in the schedule, will be considered telegraphers within the meaning of these articles.

Telephone operators, whose duties include the handling of train orders, or the blocking of trains by telephone, also agent telephoners, specified in the schedule, will be considered telegraphers within the meaning of these articles, and will hereinafter be referred to as "telegraphers."

ARTICLE II.

Section 1. Telegraphers will be regarded in line of promotion, advancement depending upon faithful discharge of duty and capacity for increased responsibility, the superintendent to be the judge, subject to appeal. Where these are sufficient, seniority will have the preference. Seniority rights will date from the last time of entering the service, and will extend over the entire system.

Sec. 2. Telegraphers called to the service of the United States on account of the International War will retain their right to position vacated, provided they report for duty within thirty days after being mustered out of the United States service. Such position to be bulletined and filled in accordance with this article.

Sec. 3. Notice of all vacancies and new positions will be telegraphed, and notice of appointments will be mailed, promptly, to the general secretary and treasurer. Positions will not be filled permanently by the superintendent until ten days have elapsed. When a telegrapher is transferred, and after a fair trial is found incapable, he will take his place on the extra list, but will retain his seniority rights.

A telegrapher declining to accept a promotion does not forfeit his rights to it or to any other position when a vacancy occurs.

In reducing the force, other things being equal, the youngest telegrapher in the service will be dispensed with first.

Sec. 4. When additional positions are created, the compensation will be fixed in

conformity with positions of similar class provided for in this schedule.

Sec. 6. Seniority will be effective only when vacancies occur or new positions are created.

Sec. 5. A list of telegraphers on the system, showing date service commenced, will be prepared annually according to seniority, and a copy furnished the general secretary and treasurer on the first day of December of each year.

Sec. 7. If, for any reason, an office named in this schedule is closed, or becomes a non-telegraph station, its provisions will no longer apply at that point.

ARTICLE III.

Telegraphers will not be suspended or discharged without just cause; and if they consider that they have been unjustly treated, they will have the right to appeal to the superintendent, general superintendent, and general manager, in the order named.

If a telegrapher has been disciplined or discharged, and after investigation is found not at fault, he will be reinstated and paid for time lost—such investigation to be held within five days after request by party disciplined.

ARTICLE IV.

Telegraphers may have the privilege of being represented by one or more co-employees at all investigations, if they so desire.

Telegraphers leaving the service for any cause will be given a letter stating time and character of service and specific reasons for leaving.

Telegraphers' grievances will be taken up with the officials in order named, per this Article III, first paragraph, within thirty days; otherwise, redress will be waived in such case.

ARTICLE V.

Section 1. Nine hours, including one hour for meal, will constitute a day in train dispatching offices, "G" office, Marquette, and Duluth "DS" office.

Sec. 2. Where but one telegrapher is employed, ten consecutive hours, including one meal hour, shall constitute a day's work. Where two telegraphers are employed, nine consecutive hours, including one meal hour, will constitute a day's work. At stations where the twenty-four-hour period is cov-

ered by three persons, eight consecutive hours shall be assigned to each.

Sec. 3. At offices where but one telegrapher is employed, they shall begin work not earlier than 6:00 a. m. nor later than 8:00 p. m.

Sec. 4. Telegraphers, except levermen, at one-man stations or offices, will be allowed one hour between 11:30 and 1:00 o'clock, day or night, and one hour between 6:00 and 8:00 a. m. or p. m., and at two-man stations or offices one hour between 11:30 and 1:00 o'clock, day or night, or between 6:00 and 8:00 a. m. or p. m. for meals.

If on account of wire, or other work, it should be necessary to curtail this time to less than forty-five minutes, one hour overtime will be allowed. If the regular meal is missed, thirty minutes will be allowed for a lunch at the first opportunity.

Sec. 5. Telegraphers required to perform any service on Sunday will be allowed extra pay pro-rata, based on twenty-six-day month with a minimum of one hour for each time they report, for all Sunday work within the assigned Sunday hours. Assigned Sunday hours to be within the spread of the week day assignment. For all services on Sunday outside of the assigned Sunday hours, overtime will be allowed as per overtime rule in Article VI.

ARTICLE VI.

Telegraphers will be allowed overtime pro-rata when required to remain on duty in excess of, or outside of, their established hours. The rate of pay for overtime will be in no case less than thirty-six (36) cents per hour, fraction of an hour to be paid for on each full period of ten (10) minutes.

Telegraphers when called to the office for any purpose before or after regular hours will be paid sixty (60) cents for each call, and if kept on duty longer than one hour, will receive overtime as per preceding paragraph.

Telegraphers will be notified by the superintendent without delay when claims for overtime, or for compensation on any other account, are disallowed.

ARTICLE VII.

Telegraphers attending court, or absent from their regular duties on business for the company, will be allowed their regular salary and living expenses while away from home.

ARTICLE VIII.

Telegraphers will not be required to scrub waiting rooms, offices or outbuildings, and the company will be expected to keep the station in sanitary condition. At stations where other help is not provided, telegraphers will not be required to remove the snow to exceed sixty feet in length of the platform.

Telegraphers will have direct supervision over train order lamps and all interlocking

signal lamps at their respective stations, without extra compensation, except switch lights where section men are located shall be attended to by them. Otherwise, telegraphers shall receive one dollar (\$1.00) per month for each lamp over two (2) and up to and including four (4).

ARTICLE IX.

Telegraphers will not be required to operate gasoline, steam or electric pumps.

ARTICLE X.

Section 1. Relief agents will be paid \$103.50 per month and necessary traveling expenses and full time lost in transit from one station to another.

Sec. 2. Telegraphers holding regular assigned positions will not be required to perform relief work, except in case of emergency. If compelled to go, they will receive living expenses, and not less than their regular salary.

Sec. 3. Vacancy in positions of relief agent will be bulletined as per Article II, Section 2.

Sec. 4. Telegraphers regularly transferred will be allowed regular pay for time lost in making such transfers, rate of pay to be based on position leaving.

ARTICLE XI.

Telegraphers will not be required to teach telegraphy.

ARTICLE XII.

Telegraphers shall be on hand promptly at time set for their day's work to begin, and to answer roll call. Otherwise a written day report explaining cause shall be rendered to chief train dispatcher. This rule not to apply to Sundays, unless Sunday hours are fixed by superintendent.

ARTICLE XIII.

Ten (10) per cent commission will be allowed on all "This Line" receipts, for doing Western Union work, to be retained by the manager of the office.

ARTICLE XIV.

Section 1. Telegraphers holding five years or more rights may be granted a leave of absence for a period of not more than six months in any year and still retain their seniority rights, unless they accept employment with another company without permission.

Sec. 2. Telegraphers accepting positions with the company, not included in this schedule, or covered by any other schedule, will not lose their seniority rights.

ARTICLE XV.

Telegraphers remaining in the service of the company and requiring to move, will be granted free rates on their household goods.

ARTICLE XVI.

As far as possible, when not needed, telegraphers, except at staff stations, will be used from duty on Sundays.

ARTICLE XVII.

Telegraphers five years or more in the service of the company will be allowed fifteen days' vacation each year with pay, or in its stead, fifteen days' additional compensation at their regular rate of pay.

ARTICLE XVIII.

The following table of pro-rata daily and hourly rates is based upon twenty-six days or month. In case of employment a fractional part of a month, this table will be used regardless of the actual number of working days in a month:

Where Rate of Pay per Month is	Pro-Rata Rate per Day	Pro-Rata per Hour is	
		8-hr. Men	9-hr. Men
\$ 72.50	\$2.79	35c	31c
73.25	2.82	35	31
75.00	2.88	36	32
76.00	2.92	37	32
77.50	2.98	37	33
78.50	3.02	38	34
78.75	3.03	38	34
79.50	3.06	38	34
80.00	3.08	38	34
81.00	3.12	39	35
81.50	3.13	39	35
83.00	3.19	40	35
84.25	3.24	40	36
85.00	3.27	41	36
86.25	3.31	41	37
87.00	3.35	42	37
89.50	3.44	43	38
89.75	3.45	43	38
90.00	3.46	43	38
92.50	3.56	44	40
94.00	3.62	45	40
95.00	3.65	46	41
98.00	3.77	47	42
103.50	3.98	50	44

ARTICLE XIX.

In the event of either the telegraphers or the railway company desiring to change any one or more particulars of this schedule, they will give thirty (30) days' written notice to the party at interest.

Minimum rate of pay for operators on the stem will be \$72.50 per month, and for agents \$75.00 per month.

Positions preceded by * are exempt from Article V.

"J" Joint Stations. "A" Agent. "O" Operator.

MACKINAW DIVISION.

Station and Position.	Rate per Month.
J) Sault Ste. Marie—	
St. Mary's Transfer, first O.....	\$ 76.00
St. Mary's Transfer, second O....	73.25
Trimley, A & O.....	92.50
Trimley, O & Asst. A.....	73.25
Waco, A & O.....	76.00
Wongs, A & O.....	76.00
Wickerman, A & O.....	81.50
Woo Junction, A.....	92.50
Woo Junction, O & T Clk.....	78.75

Station and Position.	Rate per Month.
St. Ignace, O "BK".....	\$ 78.75
Moran, A & O.....	76.00
*J) Trout Lake, A.....	92.50
J) Trout Lake, first O.....	81.50
J) Trout Lake, second O.....	76.00
J) Trout Lake, third O.....	76.00
Fiborn Junction, A & O.....	75.00
*Newberry, A.....	110.00
*Newberry, O & T Clk.....	76.00
McMillan, A & O.....	89.50
McMillan, O & Asst. A.....	72.50
Seney, A & O.....	92.50
Seney, O & Asst. A.....	73.25
J) Shingleton, A & O.....	87.00
Wetmore, A & O.....	90.00
Wetmore, O & Asst. A.....	73.25
J) Munising Junction, A & O.....	92.50
Au Train, A & O.....	75.00
Marquette Yard, O.....	76.00

HOUGHTON DIVISION.

Station and Position.	Rate per Month.
Marquette "G" Office, O.....	\$ 87.00
Eagle Mills, A & O.....	76.00
Negaunee, first O & T Clk.....	94.00
Negaunee, second O & T Clk.....	83.00
Negaunee, third O & T Clk.....	76.00
Ishpeming, first O & T Clk.....	94.00
Ishpeming, second O & T Clk.....	83.00
Ishpeming, third O & T Clk.....	76.00
Humboldt, A & O.....	87.00
Republic, A & O.....	81.50
*J) Champion, A.....	100.00
J) Champion, first O & T Clk.....	81.00
J) Champion, second O & T Clk....	81.00
Michigamme, A & O.....	92.50
Michigamme, O & Asst. A.....	73.25
*Nestoria, A.....	92.50
Nestoria, first O & T Clk.....	81.50
Nestoria, second O & T Clk.....	76.00
Nestoria, third O & T Clk.....	72.50
Herman, A & O.....	76.00
*L'Anse, A.....	92.50
L'Anse, first O & Asst. A.....	79.50
L'Anse, second O & Asst. A.....	73.25
Baraga, A & O.....	92.50
Baraga, O & Asst. A.....	79.50
*J) Keweenaw Bay, A.....	89.75
J) Keweenaw Bay, O & Asst. A....	79.50
Chassell, A & O.....	92.50
Chassell, O & Asst. A.....	79.50
Houghton "HN" Office, O.....	81.50
Houghton "DO" Office, O & T Clk....	103.50
Covington, A & O.....	81.50
*J) Sidnaw, A.....	100.00
J) Sidnaw, first O & T Clk.....	81.50
J) Sidnaw, second O & T Clk.....	81.50
J) Sidnaw, third O & T Clk.....	72.50
Kenton, A & O.....	85.00
Kenton, O & Asst. A.....	76.00
Paynesville, A & O.....	76.00
Trout Creek, A & O.....	92.50
Trout Creek, O & Asst. A.....	76.00
Bruce's Crossing, A & O.....	84.25
Ewen, A & O.....	92.50
Ewen, O & Asst. A.....	78.75
Ewen, second O & Asst. A.....	76.00
Bergland, A & O.....	86.25
Thomaston, A & O.....	90.00
Thomaston, second O and Asst. A....	73.25
Thomaston, third O & Asst. A.....	72.50
Bessemer, A & O.....	81.50
Gurney, A & O.....	78.50

Station and Position.	Rate per Month.
Sanborn, A & O.....	\$ 87.00
*(J) Bibon, A.....	98.00
(J) Bibon, first O and Asst. A.....	72.50
(J) Bibon, second O & Asst A.....	72.50
*Iron River, A.....	92.50
Iron River, O & Asst A.....	81.50
Lake Nebagamon, A & O.....	92.50
Allouez, A & O.....	84.25
Superior East End, Cashier & O.....	92.50
Superior (WS), O & Yard Clerk.....	89.75
Duluth (DS) Office, O & Clerk.....	92.50

MINERAL RANGE DIVISION.

Station and Position.	Rate per Month.
Hancock Yard, O.....	\$ 87.00
St. Mary's Junction, A & O.....	81.50
Dollar Bay, A & O.....	92.50
Dollar Bay, O & Asst. A.....	81.50
Mills, A & O.....	81.50

Station and Position.	Rate per Month.
Upper Mills, O.....	\$ 80.00
*Lake Linden, A.....	98.00
Lake Linden, O & T Clerk.....	77.50
*Hubbell, A.....	76.00
Oscéola, A & O.....	81.50
Calumet Yard, O.....	87.00
Calumet, Night O & T Clerk.....	81.50
*Laurium, A.....	95.00
*Kearsarge, A.....	92.50
Kearsarge, O & Asst. A.....	81.50
Ahmeek, A & O.....	85.00
Point Mills, A & O.....	81.50
Alston, A & O.....	80.00
Mass, A & O.....	87.00

C. E. LYTLE,
General Superintendent.

Approved:

W. W. WALKER,
Vice-President and General Manager.

Duluth, Winnipeg & Pacific Railway Company

EFFECTIVE JULY 16, 1916.

PREAMBLE.

The following rules and wages will govern the telegraphers on the Duluth, Winnipeg & Pacific Railway.

When additional telegraphers' positions are created, compensation will be fixed in conformity with that for positions of the same class as shown by this schedule.

ARTICLE I.

(a) All employes assigned by proper authority to railway telegraph or railway telephone service of any character or duration (telegraphers, station agents and linemen), incorporated in the accompanying schedule of wages, will be considered telegraphers within the meaning of this schedule and are so called herein.

ARTICLE II.

(a) A telegrapher's seniority will date from the time he last entered the service as a telegrapher. Seniority will be exercised only when vacancies occur and as per Clause (h) of this article.

(b) The seniority of telegraphers employed on lines under construction or absorbed by the company will date from their last appointment as telegraphers on such lines. When newly constructed lines are taken over by the operating department all telegraphers' positions will be considered vacant and will be bulletined accordingly. Telegraphers will be allowed seven (7) days in which to make application for same.

(c) As far as practicable, all vacancies in positions of regular and relief dispatchers will be filled from the ranks of telegraphers, and telegraphers will be allowed sufficient time without pay to learn the work of train dispatching under a regular trick dispatcher, such time not to exceed two weeks.

(d) All vacancies will be immediately bulletined by "23" message to all telegraphers. Vacancies will be permanently filled within ten (10) days from date of notice of vacancy and local chairman will be duly notified of appointments.

(e) Telegraphers declining promotion to any position do not forfeit their rights to it thereafter, or to any other position when a vacancy occurs.

(f) Telegraphers on leave of absence will not retain their seniority after three months, except in case of sickness or by special arrangement between superintendent and telegraphers' committee.

(g) A complete list of all telegraphers showing their seniority standing will be furnished to the local chairman in January and July of each year by the proper officer. This list will be subject to correction on proper representation from any telegrapher.

(h) When positions are abolished or the force reduced, the telegrapher relieved, which in case of reduction of force shall be the youngest man in the service in that particular office, shall have the privilege of asserting his seniority rights to any schedule position, and will be required to select some position within ten (10) days or go on extra list; provided, that he shall not displace any telegrapher who has been in the service over two years. The man displaced by him to assert his seniority for position held by any junior telegrapher in point of service, and so on until the youngest man is relieved, or displaced men cease to assert privilege.

ARTICLE III.

(a) No telegrapher shall be suspended (except for investigation) until his case has first been investigated and he has been proven guilty of the charge against him; the decision in such case to be arrived at within ten (10) days from date of such suspension.

(b) If a telegrapher is found blameless in the matter under investigation, he will be paid at schedule rate for the time lost and extra expenses while attending such investigation; if away from home, and be reinstated. If detained more than ten days awaiting investigation at the company's instance, he will be paid schedule wages for the time in excess of ten days whatever the decision may be.

(c) Telegraphers may have the assistance of a co-telegrapher if they so desire.

(d) A written statement setting forth the result of the investigation, and the reasons therefor, will be furnished by the company to the local chairman if requested by him.

ARTICLE IV.

Telegraphers serving on boards of adjustment representing telegraphers will be relieved without unnecessary delay, not exceeding ten days, and will be furnished free transportation for such purpose. Telegraphers will be granted free transportation and leave of absence not in excess of two days to attend their meetings when such leave will not interfere with the requirements of the traffic and the service, provided the company is not thereby put to additional expense.

ARTICLE V.

Telegraphers transferred under order of the company or to accept bulletined positions will receive pay for the time lost in transferring on the basis of rate of pay of position vacated, and will also be furnished free transportation for themselves, dependent members of their families and household goods. In case of transfer for the accommodation of telegraphers no compensation will be allowed for time consumed in making such transfer.

ARTICLE VI.

Telegraphers attending court or investigations or detailed for any other business at the request of the proper officials of the company will have their extra expenses paid by the company in addition to their schedule wages.

ARTICLE VII.

Telegraphers will not be required to teach telegraphy nor to admit students to their office.

ARTICLE VIII.

Telegraphers leaving the service will on application in writing be furnished with a certificate stating time of service, capacity in which employed and reason for leaving. If detained more than five days awaiting such certificate they will be paid schedule wages for all time in excess of five days. Unless otherwise requested certificate will be mailed to station where last employed.

ARTICLE IX.

Telegraphers will be exempt from shoveling snow, scrubbing stations, stenciling, cleaning or disinfecting cars, or outbuildings.

ARTICLE X.

At stations where dwelling, fuel and light are provided, the dwelling will be reserved exclusively for the use of the agent.

ARTICLE XI.

(a) Except for meeting two passenger trains, which service will be given when required during regular assigned hours, telegraphers required to work on Sunday will be paid extra pro rata for such service. Compensation for Sunday work will be based on twenty-six (26) days per month (any portion of an hour thirty minutes or less not to count, thirty minutes or more to count as one hour), with a minimum compensation of fifty (50) cents for each call which shall cover the first hour's service. If kept on duty more than one hour they will thereafter be paid pro rata on schedule salary, but in no case less than thirty (30) cents per hour.

(b) Telegraphers will be required to handle commercial messages on Sunday only during hours required for railroad service.

ARTICLE XII.

Telegraphers required to leave permanent location to do relief work temporarily will receive the salary of the man relieved; provided, it is not less than his own, and will be allowed all necessary expenses on production of voucher.

ARTICLE XIII.

The income accruing to a station on account of telegraph commissions will be equitably divided between the telegraphers performing the service; the agent shall be entitled to not less than one-third of the total amount.

ARTICLE XIV.

(a) At offices where but one telegrapher is employed, ten (10) consecutive hours, exclusive of meal hours, shall constitute a day's work.

(b) At offices where two or more telegraphers are employed, nine (9) consecutive hours will constitute a day's work, except at West Duluth Yards, West Virginia, and Ranier, where eight (8) consecutive hours will constitute a day's work when three or more telegraphers are employed.

(c) Telegraphers working ten (10) hours per day will be allowed sixty (60) consecutive minutes for meals between the hours of 11:30 a. m. and 1:30 p. m., or 11:30 p. m. and 1:30 a. m.

(d) Telegraphers who are not allowed sixty (60) consecutive minutes as per clause (c) of this article, will receive pay for one hour at minimum rate of thirty (30) cents and will be allowed twenty (20) minutes for lunch thereafter as soon as possible.

Nothing herein will prohibit a dispatcher from granting two meal hours to a telegrapher within ten (10) hours, the intention being to grant regular meal hours as far as the business of the company will permit.

ARTICLE XV.

(a) Overtime will be computed on schedule wages based on twenty-six (26) days per month, but in no case less than thirty (30) cents per hour, less than thirty (30) minutes not to count, thirty (30) minutes or over to count as one hour, except that telegraphers required to remain after regular hours, if

detained fifteen (15) minutes will be allowed one hour overtime for the first hour or any portion thereof.

(b) Telegraphers called for extra service will be allowed not less than one hour overtime at a minimum of fifty (50) cents for the first hour, additional time after the first hour will be paid for on the basis of their regular salary with a minimum of thirty (30) cents per hour.

(c) When telegraphers are required to be on hand to keep waiting rooms open for the accommodation of passengers waiting for trains, they will, outside their regular hours, be allowed overtime whether required for wire work or not, provided they obtain the necessary instruction to remain on duty to look after passengers.

(d) Telegraphers will be assigned regular hours of duty by the proper officer. If required for service outside these hours temporarily or to meet case of emergency, they will be given an official order and excused in the same manner. Copy of this order must in all cases accompany the overtime slip.

(e) The assigned hours of duty for telegraphers shall be the same on each day of the week.

(f) Overtime will not be allowed unless overtime tickets are mailed to the proper officials within forty-eight (48) hours of the time service was performed. If overtime as claimed is not allowed telegraphers will be notified in writing within five (5) days of the time such service was performed, setting forth the reasons for disallowance.

(g) Telegraphers will number overtime tickets consecutively for each month.

ARTICLE XVI.

After four years' continuous service telegraphers will, without loss of pay, be granted two weeks' leave each year. Applications must be filed with the superintendent in the month of March and relief will be arranged with due regard to protection of the company's interests.

Applicants entitled to consideration under this rule who are not given leave of absence during any year will have the option of receiving either compensation at their regular salary for the period or in the next year additional leave of absence for a like period. The regulations in respect to free transportation will govern.

ARTICLE XVII.

Telegraphers employed at points where shopping facilities are limited, will upon request be granted free transportation at least twice a month for member of family to nearest available town where required supplies are obtainable.

ARTICLE XVIII.

Telegraphers handling Duluth, Winnipeg & Pacific Railway Company commercial telegrams will be allowed ten (10%) per cent commission on all business between points reached by the D., W. & P. line, and ten (10%) per cent on this company's proportion of earnings on through business.

ARTICLE XIX.

When a telegrapher is assigned to a position, and after a fair trial is found incapable, he will take his place on the spare list, retaining his seniority rights which he may exercise when a vacancy occurs.

ARTICLE XX.

At points where no section men are located, telegraphers may be required to care for switch lamps and will be allowed four (\$4.00) dollars per month for the care of four (4) or less lamps, and fifty (50) cents per month for each additional lamp. Nothing in this article will relieve telegraphers from their responsibilities under the rule.

ARTICLE XXI.

Telegraphers required to run gasoline pump will receive ten (\$10.00) dollars per month for such service.

ARTICLE XXII.

Linemen will be allowed actual expenses not to exceed \$1.50 per day while performing duties on their own district away from headquarters.

ARTICLE XXIII.

MINIMUM MONTHLY WAGES FOR TELEGRAPHERS.

	Per Month.
Operators	\$ 71.00
Agents	78.00
Linemen	80.00

ARTICLE XXIV.

Station and Position.	Rate per Month.
West Duluth Pas. Sta., T. Agt. & O.	\$85.00
West Duluth Yard, first operator.....	80.00
West Duluth Yard, second operator....	80.00
West Duluth Yard, third operator.....	78.00
Harney, agent telegrapher.....	78.00
Taft, agent telegrapher.....	78.00
Ellsmere, agent telegrapher.....	78.00
Virginia, agent	*125.00
Virginia, "VI", office operator.....	80.00
West Virginia, first operator.....	79.00
West Virginia, second operator.....	79.00
Angora, agent telegrapher.....	80.00
Cook, agent telegrapher.....	82.00
Cook, second operator.....	71.00
Gheen, agent telegrapher.....	78.00
Orr, agent telegrapher.....	78.00
Cusson, agent telegrapher.....	82.00
Cusson, second operator.....	71.00
Cusson, third operator.....	71.00
Ray, agent telegrapher.....	82.00
Ranier, agent	90.00
Ranier, first operator.....	75.00
Ranier, second operator.....	75.00

*No overtime.

ARTICLE XXV.

There will be no change in the foregoing rules and rates of pay except on thirty (30) days' notice.

For the Company:

(Signed) J. R. CAMERON,
General Manager.

For the Telegraphers:

(Signed) S. A. McINNES,
Chairman Telegraphers' Committee.
July 21, 1916.

Elgin, Joliet & Eastern Railway Company

EFFECTIVE FEBRUARY 1, 1916.

The following rules and rates of pay will govern telegraphers employed by the Elgin, Joliet & Eastern Railway Company, effective February 1, 1916.

1. All employees performing the duties of a telegrapher, except train dispatchers, whether termed operator, agent and operator, leverman-telegrapher or otherwise, also agents at designated points, will be considered telegraphers within the meaning of these articles.

2. Rates of pay calendar month:

Location and Position.	Rate per Month.
Waukegan, first trick operator.....	\$ 70.00
Waukegan, second trick operator.....	70.00
Waukegan, third trick operator.....	70.00
Leithton, agent	85.00
Leithton, second trick operator.....	75.00
Leithton, third trick operator.....	75.00
Gilmer, agent	40.00
Lake Zurich, agent	90.00
Lake Zurich, second trick operator...	70.00
Lake Zurich, third trick operator....	70.00
Barrington, agent.....	97.50
Barrington, second trick operator....	75.00
Barrington, third trick operator.....	75.00
West Chicago, agent	85.00
West Chicago, first trick operator....	75.00
West Chicago, second trick operator...	75.00
West Chicago, third trick operator...	75.00
Warrenhurst, agent	75.00
Normantown, agent	75.00
Normantown, second trick operator...	70.00
Normantown, third trick operator.....	70.00
Aurora, first trick operator.....	72.50
Aurora, second trick operator.....	70.00
Aurora, third trick operator.....	70.00
Walker, first trick operator.....	75.00
Walker, second trick operator.....	75.00
Walker, third trick operator.....	75.00
Plainfield, agent	85.00
Joliet, Ch. Dis. office, first trick opr..	90.00
Joliet, Ch. Dis. office, first trick opr..	90.00
Joliet, Ch. Dis. office, second trick opr.	85.00
Joliet, Gen. Ydmstr. office, first tr. opr.	80.00
Joliet, Gen. Ydmstr. office, 2d tr. opr.	80.00
Joliet, Gen. Ydmstr. office, 3d tr. opr.	80.00
Joliet, agent's office, operator.....	77.50
Frankfort, agent	75.00
Frankfort, second trick operator.....	72.50
Frankfort, third trick operator.....	72.50
Matteson, agent	85.00
Matteson, first trick operator.....	75.00
Matteson, second trick operator.....	75.00
Matteson, third trick operator.....	75.00
Chicago Heights, first trick operator...	80.00
Chicago Heights, second trick opr....	80.00
Chicago Heights, third trick operator...	80.00
Griffith, agent	100.00
Griffith, first trick operator.....	75.00
Griffith, second trick operator.....	75.00
Griffith, third trick operator.....	75.00
Whiting, agent	95.00
Whiting, operator	75.00
Hobart, agent	100.00
Hobart, first trick operator.....	72.50
Hobart, second trick operator.....	72.50

Location and Position.	Rate per Month.
Hobart, third trick operator.....	\$ 72.50
Caton Farm, agent.....	72.50
Minooka, agent	75.00
Divine, agent	75.00
Coal City, agent.....	100.00
So. Wilmington, agent.....	77.50

3. Telegraphers attending court at the request of the company will be paid for all time lost, and if ordered from their home stations, will be allowed, in addition, necessary expenses while away from home, the company to furnish transportation.

4. The right of promotion for telegraphers will extend over each superintendent's division. To obtain promotion, faithful, intelligent and courteous discharge of duty and capacity for greater responsibilities will govern, the general superintendent to judge. When these are sufficient, seniority will govern.

5. When a vacancy occurs, or a new position is created, telegraphers will be notified within five days by bulletin, and vacancy or new position filled within twenty days, in accordance with paragraph 4. Telegraphers must file applications within ten days of receipt of bulletin.

6. Seniority list of telegraphers will be furnished by the superintendent in January of each year.

7. Telegraphers permanently transferred from one division to another, will be considered as new men to the division on which they will go and will rank accordingly.

8. When telegraphers are transferred and, after a fair trial, are found incompetent, they will be placed on the extra list, but will retain their seniority.

9. A telegrapher declining to accept promotion does not forfeit his seniority rights.

10. When reducing the force, other things being equal, the youngest telegrapher will be reduced, but will retain seniority on the extra list.

11. Seniority will only be effective when vacancies occur or a new position created. Trading positions will not be permitted.

12. Regularly assigned telegraphers who are required to perform relief work and in consequence thereof suffer a reduction in their regular compensation, will be paid an amount sufficient to reimburse them for such loss.

Telegraphers, except those working nine hours or less per day, will be allowed one hour for meals between 11:30 and 2:00 o'clock day or night. Telegraphers required to remain on duty in excess of their established hours, for any reason, will be paid overtime pro rata. In computing overtime less than thirty minutes will not be counted, thirty minutes and up to one hour and thirty minutes will be counted one hour. If, for any reason, overtime is not allowed telegraphers will be notified.

13. A telegrapher may be disciplined, but not discharged, before being given a hearing.

the investigation to be held within five days from the date the telegrapher is disciplined, if practicable to do so. Should the telegrapher be dissatisfied with the decision, he shall have the right, within ten days, to refer the case, by written statement, to the next higher officer, and same will be investigated within ten days of such notice with the aggrieved telegrapher present. In case punishment is inflicted and found to be unjust, the telegrapher shall, if suspended or dismissed, be reinstated and paid for all time lost. No appeal shall be allowed unless made within the time prescribed in this article.

14. Telegraphers securing employment with the company will, within thirty days of approval of application, have returned to them

all service cards, letters of recommendation and other papers which have been furnished by them for investigation.

15. A service letter will be issued to all telegraphers leaving the service who have been employed for a period of sixty days or longer, stating terms of service, record and cause of leaving service.

16. The use of intoxicating liquors, or visiting saloons or gambling houses, will be sufficient cause for dismissal.

17. Any employee will be discharged immediately in case of insubordination.

P. F. McMANUS,

Approved: General Superintendent.

S. M. ROGERS,

Vice-President.

Revised 1917.

Erie Railroad Company

EFFECTIVE OCTOBER 1, 1917.

In settlement of matters in controversy between the Erie Railroad Company and the New Jersey & New York Railroad Company, and their employees designated in Article I of this agreement, and the attached wage scale, which have been submitted to mediation, the following agreement has been reached between the above-named companies and the committee representing their above-described employees.

ARTICLE I.

Effective October 1, 1917, the following rules will govern the service of employees required to perform the duties of a telegrapher (whether termed agent, assistant agent, or clerk) and telephone operators connected with the movement of trains; also such exclusive agents and others whose positions are included in the wage scale.

ARTICLE II.

When new positions are created, the compensation therefor will be fixed in conformity with that paid for similar positions.

In the event that telephoners are substituted for telegraphers as specified in this agreement, the same rules and compensation will apply to them.

ARTICLE III.

Employees suspended or dismissed may refer their case by written statement to the superintendent; within ten days, if possible, after the receipt of said statement, the case will have a thorough investigation and a decision will be given. Employees involved are allowed to choose one or more employees in their class of service in good standing to represent them at the investigation, and may be present and hear all the evidence in the case. When the result of the investigation is unsatisfactory, and the facts justify, the right to appeal is conceded. When found blameless, the employees shall be reinstated and receive full pay for the time lost.

ARTICLE IV.

All employees are in line for promotion, advancement depending upon faithful discharge

of duties and capacity for increased responsibility. Where ability and conduct permit, seniority rules will govern. Seniority will date from the last date of entering the service of the company.

ARTICLE V.

When vacancies occur or new positions are created they will be promptly advertised by "23" message, rates of pay and hours of service being specified in the advertisement. When it is impractical to send these notices by wire, they will be sent by train mail. It will be the practice to fill such vacancies by the promotion of employees in the telegraph and telephone service when the qualifications of such employees will permit. This rule will apply to copiers and telegraphers in superintendent's office.

Employees are always at liberty to apply for any position in the service for which they consider themselves qualified and their applications will be given due consideration when vacancies occur. The right to reject any applicant who may be considered unsuited for the position in question is reserved.

Positions known to be temporarily vacant thirty days or more, or that will remain vacant for an indefinite period after thirty days' temporary vacancy, shall be given to the oldest eligible and qualified applicant for same, provided such temporary assignment can be made without impairing the service. No pay for deadheading will be allowed in filling such temporary vacancies.

A statement showing location, position, rates of pay and hours of service for advertisement positions will be prepared and a copy submitted to each office on the division, together with a copy of these rules.

ARTICLE VI.

Any employee declining to accept promotion does not forfeit his rights to the same or any other position he may be entitled to under seniority when a vacancy occurs or a new position is created.

ARTICLE VII.

A vacancy will be filled within ten days after it occurs by the appointment of the man entitled to it, five days being allowed in which to apply for a position after it is advertised.

ARTICLE VIII.

Any employe accepting a position under Article VII, finding it is unsuitable, may resume his former position within ten days after he vacated the same. After the expiration of ten days, he will take his place on the extra list, but with his seniority rights intact.

Any employe taking an agency under Article VII, finding it unsuitable, may, within ten days, take his place on the extra list, with seniority rights intact.

ARTICLE IX.

At offices where more than three telegraphers are employed, exclusively for telegraph service, when service will permit, ten consecutive hours, including meal hours, will constitute a day's work; meal hours being so arranged that one telegrapher will be on duty at all times.

ARTICLE X.

At offices where two telegraphers are employed, twelve consecutive hours, including meal hour, will constitute a day's work.

At offices where but one telegrapher is employed, twelve consecutive hours, including meal hour, will constitute a day's work, the company reserving the right to arrange the hours to suit the service. When it is impossible to relieve a telegrapher for meal hour, overtime will be paid for meal hour.

Where meal hour is allowed, relief for same will be given between the fifth and seventh hours after starting work, unless otherwise arranged by mutual local agreement.

ARTICLE XI.

At offices where six-hour tricks are regularly established, employes will be allowed overtime after six hours' continuous service; at offices where eight-hour tricks are regularly established, overtime will be allowed after eight hours' continuous service; at offices where eight or nine hours optional tricks or regular nine-hour tricks are established, overtime will be allowed after nine hours' continuous service.

At offices where ten-hour tricks or twelve-hour tricks are established, overtime will be allowed after ten hours, or twelve hours' continuous service, respectively, and will be paid for at the rate of thirty cents per hour, unless the pro rata rate is higher, when overtime will be paid for at the pro rata rates.

In computing overtime, thirty minutes and less than sixty minutes will be considered an hour; less than thirty minutes will not be counted.

Overtime will not be allowed unless overtime slips are mailed to superintendent's office within 48 hours from the time of service. Employes will be notified within five days when overtime is not allowed as per overtime slips, with reason for disallowance.

ARTICLE XII.

Employes summoned to service outside of regular hours after being excused by the train dispatcher or leaving the office for the day, will be allowed regular overtime rate, with minimum allowance of two hours' pay.

ARTICLE XIII.

Employes will not be required to attend pumping engines at points where there are other employes available for that duty. When so required the compensation will be fixed accordingly.

ARTICLE XIV.

Employes will not be required to attend switch lights at points where there are other employes available for that duty. When conditions require the above work to be done outside of regular working hours, the time required will be determined and overtime authorized as per Article XI.

ARTICLE XV.

Employes transferred to new locations by order of proper officials will receive pay for the necessary time lost in transferring and free transportation for themselves, dependent members of their families and household goods. When the force is reduced or offices are closed, either permanently or temporarily, employes so displaced may take any position that merit, ability and seniority entitles them to, except that agents are not to be displaced.

ARTICLE XVI.

Employes deadheading to working points by order of proper officials will receive pay for one-half the actual time consumed on trains in going and returning, the basis of compensation being the salary of the employe relieved; thirty minutes and less than sixty minutes will be considered an hour. Less than thirty minutes will not be counted.

ARTICLE XVII.

Employes attending court or other business for the company will be paid their regular rates of pay per day, and when called to leave home, necessary expenses will be paid.

ARTICLE XVIII.

Employes leaving the service of their department to accept service in other departments will forfeit their seniority after an absence of ninety days.

ARTICLE XIX.

Extra employes will receive the same compensation as the person they relieve. Employes holding regular positions, when sent to work in other offices temporarily, will not receive any less compensation than their regular position entitled them to. Regular employes while in service away from home station will be allowed their necessary expenses.

ARTICLE XX.

The standard trick arrangement, where two nine and one six-hour tricks are established, is to be one of the following propositions:

First proposition—

7:00 a. m. to 4:00 p. m....first trick
4:00 p. m. to 10:00 p. m....second trick
10:00 p. m. to 7:00 a. m....third trick

Second proposition—

6:00 a. m. to 3:00 p. m....first trick
3:00 p. m. to 12:00 mid....second trick
12:00 mid. to 6:00 a. m....third trick

Third proposition—

7:00 a. m. to 4:00 p. m....first trick
4:00 p. m. to 1:00 a. m....second trick
1:00 a. m. to 7:00 a. m....third trick

These hours will not be deviated from unless there is some special reason therefor. The working hours are to be continuous.

ARTICLE XXI.

Employees working nine hours or more per day, will be granted seven days' vacation annually with pay, for each full year of such service since January 1, 1917.

ARTICLE XXII.

Telegraphers will be allowed leave of absence so far as is consistent with good service and will be relieved and furnished transportation without unnecessary delay when they wish to appeal to an official of the company.

ARTICLE XXIII.

Leave of absence will not be granted for more than ninety days except in cases of sickness, injury or to employees serving on committee or company business.

ARTICLE XXIV.

A roster showing the seniority standing of each employe covered herein will be furnished for each division and a copy of same furnished each office annually.

- A—Agent.
- AO—Agent Operator.
- B—Block.
- C—Clerk.
- CO—Clerk Operator.
- D—Dispatcher.
- G—Gates.
- I—Interlocking.
- L—Leverman.
- M—Manager.
- O—Operator.
- P—Pumper.
- S—Signalman.
- SW—Switch Tender.
- T—Telephone.
- TC—Ticket Clerk.

NEW YORK DIVISION.

Station and Position.	Hours.	Men.	Rate per Month.
Jersey City (JC), O.....	9	3	\$ 88.00
Hackensack, D. Br. (HX), OS..	8	3	90.00
N.J.&N.Y. Jct. Tower (HB), OS	8	3	82.00
Rutherford (RV), OC.....	12	1	75.00
OC.....	12	1	66.00
Rutherford Jct. Tower (BJ), OS	8	3	88.00
Carlton Hill (HN), AO.....	12	1	60.00
Passaic Park (BE), A.....	12	1	60.00
Passaic (AC), OTC.....	12	1	85.00
OTC.....	12	1	78.00
Passaic, Monroe St. (CG), OG..	12	1	70.00
Passaic, Harrison St., TA.....	12	1	60.00
Clifton (IF), AT.....	12	1	75.00
Lakeview (VT), AT.....	12	1	75.00
Newark Jct. Tower (XW), ST..	8	3	65.00
Paterson (PR), OC.....	9	1	70.00
(RN), O.....	8	1	80.00
O.....	8	1	75.00
River St. (QR), TC.....	12	1	65.00

Station and Position.	Hours.	Men.	Rate per Month.
Hawthorne (VW), AO.....	12	1	\$ 65.00
Glen Rock (RK), A.....	12	1	60.00
Ridgewood Jct. Tower (WJ), OS	8	3	88.00
Ridgewood (RE), CT.....	12	1	75.00
CT.....	12	1	65.00
Hohokus (HO), AT.....	12	1	65.00
Waldwick Tower (WC), OS.....	8	3	82.00
Waldwick, AO.....	12	1	70.00
Allendale (AZ), AO.....	12	1	65.00
Ramsey (RY), AO.....	12	1	60.00
Ramsey Tower (R), OS.....	8	3	70.00
Mahwah (MW), AO.....	12	1	60.00
West Mahwah (MZ), AO.....	11	1	75.00
CO.....	11	1	60.00
Suffern (FJ), AO.....	12	1	100.00
OC.....	12	1	70.00
Suffern Tower (SF), OS.....	8	3	82.00
L.....	8	2	65.00
Hillburn (BM), AO.....	12	1	65.00
Ramapo (MO), AO.....	12	1	70.00
Sterlington (SW), AO.....	12	1	65.00
Sterlington Tower (SJ), OS.....	8	3	75.00
Sloatsburg (XG), AO.....	12	1	70.00
Tuxedo (TC), OC.....	12	1	75.00
West Tuxedo (XK), OS.....	8	3	70.00
Southfields (SU), AO.....	12	1	70.00
Arden (GW), AO.....	12	1	70.00
Newburgh Jct. Tower (NJ), OS..	8	3	80.00
Harriman (UN), AO.....	10	1	73.00
OC.....	12	1	65.00
Monroe (MR), A.....	12	1	55.00
OC.....	12	1	66.00
Oxford (OF), AO.....	12	1	66.00
Greycourt (GC), AO.....	11	1	77.00
Greycourt Tower (GB), OS.....	8	3	77.00
Chester (CS), A.....	12	1	45.00
Goshen (GN), A.....	12	1	82.00
OC.....	12	1	75.00
Goshen Tower (GP), OS.....	8	3	77.00
New Hampton (VH), AO.....	12	1	58.00
Middletown (DW), OTC.....	8	1	77.00
OTC.....	8	2	72.00
Howells (QN), A.....	12	1	58.00
Otisville (SY), AO.....	12	1	58.00
Graham (GM), A.....	12	1	65.00
Graham Jct. Tower (FX), OS...	8	3	77.00
Port Jervis Tower (BC), OS...	8	3	80.00
Port Jervis (PO), O.....	9	2	85.00
O.....	8	3	85.00
Sparrowbush Tower (WX), OS..	8	3	74.00
N.Y.&G.L. Jct. Tower (DB), OS	8	2	82.00
OS.....	8	1	79.00
Newark (NX), OTC.....	9	1	80.00
OTC.....	9	1	72.00
Riverside (RH), AB.....	12	1	60.00
Woodside (WZ), ABG.....	12	1	65.00
Belleville (VB), AOB.....	12	1	60.00
Essex (XS), AOB.....	12	1	60.00
Avondale (VD), AO.....	12	1	60.00
West Nutley (FK), AQB.....	12	1	60.00
OC.....	12	1	60.00
Athenia (NV), AOB.....	12	1	70.00
South Paterson Tr. (SH), OSG..	8	3	70.00
Coalburg Jct. Tower (BT), OS..	8	2	77.00
OS.....	8	1	72.00
Fairlawn (FZ), AO.....	12	1	66.00
Moodna Viaduct (BS), OS.....	8	3	74.00
Campbell Hall Tower (MQ), OS..	8	3	80.00
Central Valley (CY), AO.....	12	1	58.00
Highland Mills (HM), AOB.....	12	1	63.00
Woodbury (WY), AOB.....	12	1	70.00
Mountainville (MA), AOB.....	12	1	70.00

Station and Position.	Hours.	Men.	Rate per Month.
Enderlin, A.....	12	1	\$ 65.00
Craigville (CV), AOB.....	12	1	70.00
Washingtonville (VI), AOB.....	12	1	65.00
Salisbury Mills (U), AOB.....	12	1	70.00
Vails Gate Junction (VG), AOB.....	8	1	71.00
OCB.....	8	1	66.00
New Windsor (WR), AOB.....	8	1	71.00
OCB.....	8	1	66.00
Newburgh Tower (NB), OB.....	8	2	70.00
Campbell Hall (KH), AO.....	12	1	71.00
Montgomery (MY), AO.....	12	1	65.00
OC.....	12	1	65.00
Orange Farm (OG), AO.....	12	1	60.00
Florida (FR), AO.....	12	1	65.00
CO.....	12	1	60.00
Pine Island (PI), AO.....	12	1	62.00
Circleville (VC), AO.....	12	1	60.00
Bullville (KB), AO.....	12	1	60.00
Thompson Ridge (TR), AO.....	12	1	58.00
Pine Bush (PB), AO.....	12	1	63.00
Tallmans, A.....	12	1	65.00
Monsey, A.....	12	1	65.00
Blauvelt, A.....	12	1	60.00

NORTHERN RAILROAD OF NEW JERSEY.

New Durham (DH), AO.....	12	1	\$ 70.00
Granton Jct. Tower (GR), OS.....	8	2	80.00
OS.....	8	1	75.00
Fairview (FV), AO.....	12	1	67.00
Ridgefield (FG), AO.....	12	1	77.00
Morsemere (MS), AO.....	12	1	60.00
Pallsade Park (PK), AO.....	12	1	66.00
Leonia (FA), AO.....	12	1	63.00
Sheffield Ave., A.....	12	1	65.00
Englewood (WD), AO.....	12	1	115.00
OC.....	9	1	80.00
OC.....	9	1	68.00
Hudson Avenue (HT), AO.....	12	1	70.00
Tenafly (TF), AO.....	12	1	66.00
Cresskill (CR), AO.....	12	1	68.00
Demarest (DM), AO.....	12	1	70.00
Closter (KC), AO.....	12	1	70.00
Norwood (NO), AO.....	12	1	67.00
Northvale, A.....	12	1	55.00
Tappan (TN), AO.....	12	1	75.00
Sparkill (RW), AO.....	12	1	65.00
OC.....	8	2	71.00
Piermont Ticket (P), AO.....	12	1	65.00
Grand View (VR), AO.....	12	1	65.00
South Nyack, TC.....	12	1	55.00
Nyack (KD), AO.....	12	1	115.00
OC.....	8	1	78.00
OC.....	8	1	75.00

NEW JERSEY & NEW YORK R. R.

Carlstadt (J), AO.....	12	1	\$ 77.00
Hasbrouck Heights (BK), AO.....	12	1	60.00
Hackens'k, Essex St. (HZ), AO.....	12	1	90.00
Central Ave. (CA), AO.....	12	1	85.00
Anderson St. (CK), AO.....	12	1	85.00
Fairmont Ave. (FM), AO.....	12	1	85.00
North Hackensack (CH), AO.....	12	1	76.00
River Edge (RI), AO.....	12	1	69.00
New Milford (MD), AO.....	12	1	66.00
Oradell (OD), AO.....	12	1	75.00
Oradell Tower (DA), O.....	12	1	68.00
Emerson (NS), AO.....	12	1	69.00
Westwood (WS), AO.....	12	1	66.00
Hillsdale (HD), AO.....	12	1	70.00

Station and Position.	Hours.	Men.	Rate per Month.
Woodcliffe Lake (XC), AO.....	12	1	\$ 66.00
Park Ridge (PV), AO.....	12	1	55.00
Montvale (ZN), AO.....	12	1	56.00
Pearl River (PQ), A.....	12	1	58.00
OC.....	8	2	70.00
Nanuet (NF), AO.....	12	1	80.00
OC.....	8	2	70.00
Spring Valley (SV), AO.....	12	1	105.00
OC.....	12	1	75.00
Spring Valley Tower (ZY), OS.....	8	3	73.00
Thiells (HI), AO.....	12	1	55.00
West Haverstraw (WI), AO.....	12	1	86.00
Haverstraw (RS), AO.....	12	1	78.00
New City, A.....	12	1	55.00

GREENWOOD LAKE DIVISION.

Arlington (AR), AO.....	12	1	\$110.00
OC.....	12	1	70.00
North Newark (WO), AO.....	12	1	105.00
OC.....	12	1	75.00
Forest Hill Tower (OJ), OS.....	8	2	80.00
OS.....	8	1	77.00
Forest Hill (JN), AO.....	12	1	45.00
Lawrence Street (WG), OSG.....	12	1	70.00
East Orange, OSG.....	12	1	60.00
Orange (RG), OC.....	12	1	75.00
West Orange (OG), AO.....	13	1	80.00
Bellwood Park (SO), AOB.....	12	1	75.00
Bloomfield (BF), AOB.....	12	1	88.00
Montclair (MC), AO.....	12	1	115.00
OC.....	12	1	78.00
Upper Montclair (MU), AO.....	12	1	98.00
Montclair Heights (HS), AOB.....	12	1	75.00
Great Notch (GN), A.....	12	1	65.00
Great Notch Tower (GA), OS.....	8	2	80.00
OS.....	8	1	75.00
Cedar Grove, A.....	12	1	55.00
Overbrook Tower, TB.....	12	1	55.00
Verona (VA), AO.....	12	1	67.00
Caldwell (CD), AO.....	12	1	65.00
OC.....	12	1	70.00
Essex Falls (XV), AO.....	12	1	75.00
Little Falls (FA), AO.....	12	1	84.00
OCB.....	9	1	78.00
OCB.....	9	2	75.00
Mountain View (MV), AO.....	12	1	66.00
Wayne (WA), AOB.....	12	1	78.00
Pequannock, A.....	12	1	58.00
Pompton Plains (MF), AOB.....	12	1	71.00
Pompton (PS), AO.....	12	1	65.00
Pompton Jct. Sta. (PN), A.....	12	1	60.00
Tower (PJ), OSB.....	8	2	80.00
OSB.....	8	1	75.00
Haskell (HA), AO.....	12	1	75.00
OC.....	12	1	75.00
Wanaque-Midvale (WQ), AO.....	12	1	89.00
OCB.....	12	1	80.00
Hewitt (IH), AOB.....	12	1	68.00
Sterling Forest (SN), AO.....	12	1	65.00

DELAWARE & JEFFERSON DIVISIONS.

Susquehanna (NS), M.....	10	1	\$ 70.00
O.....	9	4	80.00
(SR) S.....	8	3	69.00
(SQ), S.....	8	3	66.00
(CP), S.....	8	3	69.00
(GH), O.....	11	2	88.00
Gulf Summit (GF), AO.....	12	1	66.00
S.....	8	3	72.00

Station and Position.	Hours.	Men.	Rate per Month.
Deposit (DE), A.....	10	1	\$ 70.00
CO.....	10	1	72.00
TCT.....	10	1	45.00
Deposit (DV), S.....	8	3	72.00
Hales Eddy (HE), AO.....	10	1	66.00
Hancock (HK), AO.....	10	1	77.00
CO.....	11	1	72.00
(KI), S.....	8	3	69.00
Lordville (RD), AO.....	10	1	70.00
Long Eddy (UB), S.....	8	3	69.00
Hankins (HI), AO.....	10	1	70.00
Long Eddy (BA), AO.....	10	1	75.00
Callicoon (KC), AO.....	10	1	55.00
CO.....	10	1	72.00
(CO), S.....	8	3	69.00
Cochecton (N), AO.....	10	1	70.00
Narrowsburg (SB), AO.....	10	1	66.00
Tusten (TU), S.....	8	3	69.00
Mast Hope (MH), AO.....	10	1	70.00
Lackawaxen (XN), AO.....	10	1	71.00
CO.....	10	1	72.00
(BQ), O.....	8	3	72.00
Shohola (SA), AO.....	10	1	70.00
Oak Tree (OZ), S.....	8	3	69.00
Parkers Glen (PG), AO.....	10	1	70.00
Pond Eddy (PN), AO.....	10	1	70.00
Rosas (RJ), S.....	8	3	69.00
Carbondale (WC), S.....	8	3	61.00
Hollenbecks (HN), S.....	8	3	61.00
Forest City (FC), A.....	10	1	78.00
O.....	8	3	69.00
Stillwater (SU), S.....	8	3	61.00
Uniondale (UD), AO.....	8	1	75.00
O.....	8	2	69.00
Herrick Center (HR), AO.....	10	1	75.00
Burnwood (BS), S.....	8	3	61.00
Cottrells (RU), S.....	8	3	61.00
Ararat (MI), AO.....	8	1	75.00
O.....	8	2	69.00
Parry's Crossing (PC), S.....	8	3	61.00
Thompson (ON), AO.....	8	1	75.00
O.....	8	2	69.00
Highbank (HB), S.....	8	3	61.00
Starrucca (KA), AO.....	8	1	75.00
O.....	8	2	69.00
Melrose (MR), S.....	8	3	61.00
Stevens Point (VO), S.....	8	3	61.00
Jefferson Junction (JN), O.....	8	3	72.00
Brandt (BZ), AO.....	10	1	66.00
Lanesboro (JA), O.....	8	3	72.00

WYOMING DIVISION:

Lackawaxen (XJ), LO.....	8	3	\$ 65.00
Rowlands (DJ), AO.....	12	1	70.00
Glen Eyre (MV), AO.....	12	1	65.00
Kimbles (KN), AO.....	12	1	70.00
White Mills (WG), AO.....	12	1	50.00
East Honesdale (HG), AO.....	12	1	88.33
West Hawley (HY), AO.....	12	1	40.00
CO.....	10	1	60.00
West Hawley (NA), OS.....	8	3	75.00
Wangaum (WA), OS.....	8	3	65.00
Jackson (FD), OS.....	8	3	65.00
Hoadleys (HD), AO.....	12	1	68.00
Gravity (GO), AO.....	12	1	70.00
Lake Ariel (AR), AO.....	12	1	65.00
Saco (KO), O.....	12	1	68.00
Wimmers (S), AO.....	12	1	70.00
(WN), OS.....	8	3	65.00
Maplewood (MA), AO.....	12	1	68.00
Elmhurst (HS), AO.....	12	1	70.00

Station and Position.	Hours.	Men.	Rate per Month.
Rock Junction (GI), OS.....	8	1	\$ 75.00
OS.....	8	1	72.00
OS.....	8	1	70.00
West Junction (WJ), OS.....	11	1	65.00
Avoca (CA), AO.....	8	1	75.00
OS.....	8	2	65.00
Pittston (PN), OC.....	10	1	65.00
Scranton (SN), CO.....	10	1	65.00
Dunmore Yard (MO), CO.....	9	1	75.00
CO.....	9	1	65.00

SUSQUEHANNA & TIOGA DIVISION.

Hornell (V), MO.....	11	1	\$ 97.00
O.....	8	3	88.00
Taylor St., L.....	8	3	83.00
Canisteo Tower (NI), O.....	8	3	72.00
Station (NI), AO.....	12	1	50.00
Adrian (DR), AO.....	12	1	61.00
Cameron (CN), A.....	11	1	72.00
Tower (CN), O.....	8	2	77.00
O.....	8	1	72.00
Cameron Mills (C), AO.....	12	1	70.00
Rathbone (AN), AO.....	11	1	72.00
Addison (DI), O.....	8	3	75.00
Painted Post, A.....	12	1	61.00
Tower (S), O.....	8	3	77.00
Corning Tower (AQ), O.....	8	3	88.00
Corning (Q), MO.....	8	1	88.00
O.....	8	1	83.00
O.....	8	1	80.00
Big Flats (BF), AO.....	12	1	77.00
Horseheads (HS), AO.....	12	1	66.00
Chemung Junction (GJ), O.....	8	3	79.00
Elmira (Eldridge P. T.) (VO), O.....	8	3	75.00
Elmira (RA), OT.....	8	2	88.00
OT.....	8	1	90.00
Fifth St., L.....	8	3	71.00
(Southport Jct.) (JF), O.....	8	3	86.00
Henry St., A.....	10	1	55.00
Wellsburg (UR), AO.....	12	1	72.00
Chemung (CH), AO.....	12	1	72.00
Waverly (W), O.....	8	3	75.00
Barton (RT), AO.....	12	1	75.00
Smithboro (RO), AO.....	12	1	75.00
Tower (BS), O.....	8	3	72.00
Tioga Center (GX), AO.....	12	1	77.00
Owego Tower (OG), O.....	8	3	80.00
Campville (CE), AO.....	12	1	73.00
Union (Z), CO*.....	12	1	35.00
A.....	12	1	55.00
Endicott (EQ), A.....	12	1	53.00
O.....	8	3	72.00
Johnson City (IR), AO.....	12	1	70.00
Binghamton (B), MO.....	11	1	88.00
O.....	8	3	80.00
Tower (BD), O.....	8	3	85.00
S.B.&N.Y. Tower, L.....	8	3	85.00
L.....	8	1	77.00
Kirkwood (OD), AO.....	12	1	75.00
Great Bend (K), A.....	12	1	77.00
O.....	8	3	75.00
Hickory Grove (GZ), AO.....	12	1	66.00
Watkins, A.....	12	1	77.00
State Line Junction (SJ), O.....	12	1	72.00
Pine City, AO.....	12	1	66.00
Seeley Creek (SD), AO.....	12	1	72.00
Milertton (MN), AO.....	12	1	66.00
Jackson Summit (US), AO.....	10	1	72.00
Tioga Junction (JI), AO.....	10	1	72.00
Lawrenceville (WE), AO.....	10	1	77.00

*Erie proportion.

Station and Position.	Hours.	Men.	Rate per Month.
Tioga (TI), AO.....	11	1	\$ 72.00
Mansfield (MG), A.....	12	1	61.00
CO.....	12	1	66.00
Covington (GV), AO.....	12	1	65.00
Blossburg (BG), A.....	12	1	88.00
TCO.....	12	1	77.00
Arnot (AU), AO.....	12	1	72.00
Hoytville (HV), AO.....	10	1	72.00

ROCHESTER DIVISION.

Coopers (CP), AO.....	12	1	\$ 69.00
Curtis, A.....	12	1	31.00
Campbell (CM), AO.....	12	1	73.00
Savona (SN), AO.....	12	1	66.00
Bath (HA), A.....	12	1	55.00
TCO.....	9	1	75.00
TCO.....	9	1	66.00
TCO.....	9	1	61.00
Kanona (KX), AO.....	12	1	80.00
Avoca (AV), A.....	12	1	69.00
CO.....	12	1	61.00
Wallace (WA), AO.....	12	1	69.00
Cohocton (RI), A.....	12	1	64.00
CO.....	12	1	66.00
Atlanta (DO), A.....	12	1	66.00
CO.....	12	1	61.00
Wayland (AB), A.....	12	1	61.00
CO.....	9	3	66.00
Springwater (SW), AO.....	12	1	72.00
Websters (WD), AO.....	12	1	73.00
Conesus (NE), AO.....	12	1	77.00
South Livonia, A.....	12	1	55.00
Livonia (NA), AO.....	12	1	64.00
CO.....	12	1	64.00
South Lima (GI), AO.....	12	1	47.00
Lakeville (QJ), AO.....	12	1	66.00
Avon (HC), O.....	8	3	72.00
Tower (XO), TOS.....	8	2	66.00
Industry (VE), AO.....	8	1	80.00
CO.....	8	1	66.00
West Henrietta (MB), AO.....	8	1	75.00
CO.....	8	1	66.00
Rochester Tower (CB), T.....	8	1	66.00
O.....	8	1	66.00
Caledonia (CW), AO.....	12	1	75.00
CO.....	12	1	65.00
LeRoy (OY), A.....	12	1	69.00
CO.....	12	1	69.00
Stafford, A.....	12	1	61.00
Batavia (VA), A.....	12	1	105.00
TCO.....	12	1	69.00
Alexander (EX), AO.....	12	1	68.00
Genesee (GN), A.....	12	1	86.00
TCO.....	8	2	66.00
Mount Morris (MF), A.....	12	1	77.00
CO.....	8	1	69.00
CO.....	8	1	66.00
Houston Tower (HO), T.....	8	2	66.00
Rochester (RC), O.....	9	1	88.00
O.....	9	1	83.00

BUFFALO DIVISION AND BRANCHES.

Buffalo Lake (HF), CO.....	10	1	\$ 75.00
Buffalo Car Shop (CF), CO.....	10	1	75.00
E. Buffalo Yd. Office (SK), O.....	9	1	75.00
Station (JX), TCOT.....	10	1	63.00
Depew (WK), A.....	12	1	65.00
COT.....	12	1	62.00
Lancaster (NC), AOT.....	12	1	63.00
Town Line (NW), AOT.....	12	1	70.00
Marilla (RM), AOT.....	12	1	66.00

Station and Position.	Hours.	Men.	Rate per Month.
Alden (ND), AOT.....	12	1	\$ 70.00
Tower (MQ), OP.....	12	1	70.00
Darien Center (AI), AOT.....	12	1	73.00
Griswolds (GD), AOT.....	12	1	70.00
Attica (AT), A.....	12	1	73.00
OTSC.....	9	2	74.00
OTSC.....	9	1	72.00
Linden (IN), AOT.....	12	1	65.00
Dale (DA), AOT.....	12	1	65.00
Warsaw (AW), A.....	12	1	79.00
TCTO.....	9	1	74.00
TCTO.....	9	1	72.00
Rock Glen (RB), AOT.....	12	1	65.00
Silver Springs (GE), A.....	12	1	65.00
TCOT*.....	12	1	51.33
Castile (CI), A.....	12	1	60.00
COT.....	9	1	64.00
Portage Tower (PB), SOLT.....	8	3	72.00
Portage (PA), AOT.....	12	1	75.00
River Junction (NT), SLOTC.....	8	3	83.00
Hunts (HT), AOT.....	12	1	64.00
Dalton (NU), A.....	12	1	72.00
COT.....	12	1	64.00
Swains (SI), AOT.....	12	1	72.00
Garwoods, AT.....	12	1	60.00
Canaseraga (SE), AOT.....	12	1	70.00
Tower (CS), TPSW.....	8	3	72.00
Burns (RS), AOT.....	12	1	61.00
Arkport (AK), AOT.....	12	1	61.00
Buffalo Creek Jct. Tr. (BN), SO.....	8	3	72.00
Blasdell (SG), AO.....	12	1	75.00
Tower (PC), SO.....	8	3	72.00
Hamburg (H), A.....	12	1	64.00
CSO.....	9	2	66.00
Eden Valley, A.....	12	1	61.00
Eden Center (DC), AOS.....	12	1	66.00
North Collins (NK), OCS.....	8	3	64.00
AO.....	12	1	61.00
Lawtons (UW), AOS.....	12	1	70.00
Collins (OC), AO.....	12	1	60.00
COS.....	9	2	72.00
Gowanda (GA), A.....	12	1	64.00
OCS.....	9	3	75.00
Dayton (DM), OSSW.....	8	3	75.00
Markhams, A.....	12	1	61.00
South Dayton (PV), AOS.....	12	1	60.00
Cherry Creek (KF), A.....	12	1	60.00
CPSO.....	8	3	64.00
Conewango (KG), AOS.....	12	1	60.00
Walden Avenue (WQ), AT.....	12	1	84.00
Main St. (MQ), AT.....	12	1	84.00
International Jct. (DF), OTS.....	8	3	72.00
North Tonawanda (TW), OT.....	9	1	75.00
OT.....	9	1	72.00
Falls Junction (FX), TSL.....	9	1	72.00
Suspension Bridge (JH), SCT.....	9	3	72.00

ALLEGHENY & BRADFORD DIVISION.

Almond (AS), AO.....	12	1	\$ 66.00
(WA), OL.....	8	3	72.00
Alfred (FO), AO.....	12	1	61.00
OC.....	12	1	72.00
Tip Top (OP), OL.....	12	1	68.00
Andover (DO), A.....	12	1	61.00
CO.....	12	1	72.00
Wellsville (WB), TCO.....	8	1	77.00
TCO.....	8	2	72.00
Scio (CX), A.....	12	1	73.00
CO.....	12	1	66.00
Belmont (BM), A.....	12	1	65.00

*Erie proportion.

Station and Position.	Hours.	Men.	Rate per Month.
Belvidere (F), A.....	12	1	\$ 72.00
O.....	8	3	63.00
Friendship (FP), A.....	12	1	64.00
OC.....	12	1	66.00
Summit (QS), O.....	12	1	68.00
Cuba (CB), A.....	12	1	60.00
OL.....	8	3	83.00
Hinsdale (NR), AO.....	12	1	77.00
Olean (X), OL.....	8	3	83.00
Allegany (FY), AO.....	12	1	77.00
(WJ), OL.....	8	3	72.00
Carrollton (CT), A.....	12	1	83.00
(CR), OL.....	8	3	77.00
SY Tower (SY), OGB.....	8	3	65.00
Salamanca (UK), M.....	9	1	95.00
O.....	9	3	83.00
Little Valley (JV), AO.....	12	1	55.00
Cattaraugus (CA), A.....	12	1	50.00
CO.....	12	1	72.00
Dayton (DY), A.....	12	1	70.00
CO.....	12	1	72.00
Perrysburg (RG), AO.....	12	1	72.00
Smiths Mills (SM), AO.....	12	1	74.00
Forestville (OR), AO.....	12	1	72.00
Sheridan (ID), AO.....	12	1	75.00
Dunkirk (DK), TCO.....	10	1	77.00
O.....	12	1	65.00
Black Creek (BC), T.....	8	3	69.00
Belfast (BF), T.....	8	3	72.00
Shongo (SG), T.....	8	3	69.00
Fillmore (FM), T.....	8	3	72.00
Limestone (ES), AO.....	12	1	72.00
East Bradford (AR), AO.....	12	1	72.00
Custer City (CU), AO.....	12	1	77.00
Lewis Run (EW), AO.....	12	1	83.00
Alton (AO), AO.....	12	1	77.00
Crawford Junction (CJ), O.....	8	3	72.00
Mount Jewett (OU), A.....	12	1	83.00
O.....	9	2	77.00
Jonsonburg (JG), A.....	12	1	110.00
CO.....	12	1	75.00
Brockport (BP), AO.....	12	1	77.00
Hydes (SH), AO.....	12	1	75.00

MEADVILLE DIVISION.

Salamanca (WC), LBTs.....	8	3	\$ 77.00
Red House (RX), ABT.....	8	1	77.00
BT.....	8	2	66.00
Steamburg (SG), AOT.....	12	1	74.00
Tower (RH), BT.....	8	3	68.00
Randolph (RF), AOT.....	12	1	62.00
OBTC.....	9	3	68.00
Waterboro (WO), LOBT.....	8	3	77.00
Kennedy (KY), AOT.....	12	1	67.00
COT.....	12	1	75.00
Falconer (DV), AOT.....	12	1	82.00
LOBT.....	8	3	55.00
Jamestown (J), MOBT.....	8	1	82.00
OBT.....	8	2	80.00
Lakewood (VN), AOBT.....	9	1	83.00
BTCT.....	9	1	69.00
BT.....	9	1	69.00
Ashville (A), AOTB.....	12	1	72.00
Watts Flats (WF), ABT.....	12	1	69.00
Niobe Junction (NE), BTL.....	8	3	77.00
Niobe (US), ABT.....	12	1	60.00
Bear Lake (Q), AOBT.....	12	1	69.00
Lottsville (Z), ABT.....	8	1	72.00
BT.....	8	2	66.00
Columbus Tower (CM), LBT.....	8	3	77.00
Columbus (CB), AOT.....	12	1	74.00
Corry (MS), OBTLG.....	8	1	83.00
OBTLG.....	8	2	80.00

Station and Position.

Station and Position.	Hours.	Men.	Rate per Month.
Concord (CO), BT.....	8	3	\$ 65.00
Union City (UN), AOBT.....	9	1	80.00
OBTC.....	9	2	70.00
Mill Village (MI), AT.....	12	1	67.00
Tower (MA), BT.....	8	3	66.00
Millers (EY), AOT.....	12	1	66.00
Cambridge Springs (CA), A.....	12	1	72.00
OBTC.....	8	3	70.00
Venango (NF), AOBT.....	12	1	72.00
Saegertown (GR), AOT.....	12	1	77.00
BOTTC.....	8	1	70.00
BOTTC.....	8	1	68.00
BT.....	8	1	68.00
Meadville Yard Tr. (AF), BTC.....	8	3	70.00
Meadville (HF), T.....	12	2	67.50
Buchanan Junction (BK), OLBT.....	8	3	77.00
Cochranon (GA), AO.....	12	1	65.00
OBTC.....	12	1	68.00
Utica (UC), AOB.....	12	1	70.00
Franklin (HY), OBTC.....	12	1	80.00
Reno (RW), AOB.....	12	1	77.00
Oil City (OY), OC.....	12	1	75.00
Geneva (SU), ABT.....	12	1	74.00
Stony Point (SA), ABTP.....	8	1	74.00
BTP.....	8	2	66.00
Atlantic (VI), AO.....	9	1	70.00
OCBT.....	9	1	66.00
BT.....	9	1	66.00
Greenville (G), A.....	12	1	80.00
OCBT.....	9	1	77.00
TCBT.....	9	2	72.00
Shenango (XN), A.....	12	1	67.00
OTCBT.....	9	1	77.00
OTCBT.....	9	2	72.00
L*.....	8	3	35.00
Pymatuning (GH), LBT.....	8	3	77.00
Orangeville (VE), AOBT.....	9	1	74.00
OBT.....	9	1	66.00
BT.....	9	1	66.00
Burghill (BG), AOBT.....	12	1	74.00
Johnsons (HN), BT.....	8	3	68.00
Cortland (AU), AO.....	12	1	66.00
OTCBT.....	9	1	68.00
TCBT.....	9	1	66.00
BT.....	9	1	66.00
Warren Tower (MK), BT.....	8	3	68.00
North Warren Tower (BO), L.....	12	2	70.00
North Warren (WR), OTCBT.....	12	1	90.00
Leavittsburg (SB), A.....	12	1	70.00
Braceville (C), A*.....	12	1	56.00
BT.....	8	3	77.00
Windham (X), AT.....	12	1	72.00
Freedom Tower (FM), BT.....	8	3	72.00
Freedom (FR), AT.....	12	1	78.00
Ravenna (RV), OTCBT.....	8	1	77.00
OTCBT.....	8	2	72.00
Meadville Supt. off. (HF), OC.....	11	2	90.00
OCD.....	9	1	90.00
O.....	11	1	65.00

MAHONING DIVISION.

Cleveland (CD), O.....	10	1	\$ 95.00
(CS), O.....	12	1	90.00
(RH), O.....	10	1	80.00
(HD) O.....	10	1	80.00
Tower (WE), L.....	8	3	78.00
55th St. (AV), TA.....	9	1	90.00
OC.....	9	2	70.00
93d St. (WH), L.....	8	3	78.00
Union St. (N&S), L.....	8	3	78.00

*Erie proportion.

Station and Position.	Hours.	Men.	Rate per Month.
North Randall (SP), A.....	12	1	\$ 75.00
O	9	3	70.00
Solon (SO), A.....	12	1	83.00
L	12	2	75.00
Geauga Lake (HK), AO	12	1	80.00
Aurora (UR), A.....	9	1	82.00
O	9	2	78.00
Mantua (NA), A.....	12	1	70.00
O	9	3	70.00
Hiram (RA), A.....	12	1	75.00
Garrettsville (GS), A.....	12	1	82.00
OTC	9	1	70.00
OTC	9	1	60.00
Mahoning (MX), A.....	12	1	83.00
Phalanx (PN), A*.....	12	1	48.00
O*	8	3	35.00
Leavittsburg (SB), M.....	10	1	92.00
O	8	3	87.00
Leavittsburg Tower (SN), OL.....	8	3	78.00
DeForest (P), OL.....	8	3	85.00
Niles (NE), O.....	8	3	71.00
Girard (GT), A.....	12	1	80.00
Youngstown (YO), O.....	8	3	78.00
(BR), O.....	8	3	85.00
(YO), O.....	8	3	80.00
(NK), OC.....	8	3	75.00
Himrod Jct., L.....	8	3	78.00
Valley St. (VY), L.....	8	3	85.00
Hubbard (AB), A.....	12	1	90.00
OG	8	3	80.00
Coles (IN), OL	8	3	78.00
State Line (Coles), L.....	8	3	70.00
Sharon C. S. Co., L.....	8	3	70.00
Ferrona (JU), O.....	8	3	70.00
Sharpsville (GI), A.....	12	1	105.00
OL	8	3	80.00
Mineral Ridge (RG), AO.....	12	1	75.00
Canfield (CF), AO.....	12	1	75.00
Greenford, AP.....	12	1	85.00
Washingtonville (WV), A*.....	12	1	45.00
OC*	12	1	34.00
Leetonia (OA), OC.....	12	1	77.00
Lisbon (BE), A.....	12	1	70.00
OC	12	1	75.00
Farrell (FA), A.....	12	1	115.00
West Middlesex (SX), A.....	12	1	100.00
OC	8	2	70.00
OC	8	1	75.00
Pulaski (UH), AO	9	1	83.00
O	9	2	70.00
New Castle (NC), OC.....	9	1	70.00

KENT DIVISION.

Kent (KK), ITB.....	8	3	\$ 85.00
Depot (K), O.....	8	3	75.00
Yard (BC), O.....	12	1	75.00
Tallmadge (GE), ACT.....	12	1	70.00
Akron (AK), IOT.....	8	3	85.00
Kenmore Tower (KN), IT.....	8	3	75.00
Silver Creek (SC), IT.....	8	3	73.00
Wadsworth (RS), TCO.....	12	1	65.00
AO	12	1	60.00
Rittman, AT.....	12	1	65.00
OC	9	1	60.00
Sterling (RU), IT.....	8	2	85.00
IT	8	1	85.00
Creston (SE), IT.....	8	3	85.00
Burbank (BU), AT.....	12	1	60.00
West Salem (WS), AT.....	12	1	75.00
OC	12	1	60.00

Station and Position.	Hours.	Men.	Rate per Month.
Polk Tower (BO), IT.....	8	3	\$ 70.00
Station (AX), AT.....	12	1	73.00
Nankin (KI), AT.....	12	1	70.00
Ashland (AN), A.....	12	1	120.00
TCT	8	1	75.00
TCT	8	2	70.00
Pavonia (DS), AT.....	12	1	75.00
Summit (MA), IT.....	8	3	70.00
Mansfield Tower (MD), IT.....	8	3	85.00
Lincoln (OD), IT.....	8	3	70.00
Ontario (RO), A.....	12	1	65.00
Galion Burt Tower, IT.....	8	3	75.00
Galion (A), IT*.....	8	3	42.50
Martel (RM), ITB.....	8	3	80.00
A	12	1	90.00
Marion Tower (Q), TOL.....	8	3	70.00
(AC), IT.....	8	3	95.00
Depot (RN), O.....	9	1	90.00
O	9	3	80.00
Yard Office (H), OC.....	12	2	70.00
Green Camp (BI), AO.....	12	1	75.00
Richwood (RD), A.....	12	1	50.00
OC	8	3	70.00
Clabourne (BU), AO.....	12	1	73.00
Broadway (IB), AO.....	12	1	65.00
Peoria (PB), AO.....	12	1	83.00
(PA), IBO.....	8	3	77.00
Pottersburg (PR), AO.....	12	1	74.00
Galion, A.....	12	1	80.00
North Lewisburg (QI), AO.....	9	1	75.00
OC	9	1	70.00
OC	9	1	68.00
Mingo (AY), AO.....	12	1	70.00
Kings Creek (KC), AO.....	12	1	70.00
Urbana (HY), A.....	12	1	110.00
(SY), TCO.....	9	2	70.00
TCO	6	1	60.00
Bowlusville (BV), O.....	12	1	62.00
Maitland, A.....	12	1	85.00
(MY), IBO*.....	8	3	38.50

MARION DIVISION.

Marion Tower (MJ), OTL.....	8	3	\$ 71.00
DeCliff (FN), AOT.....	11	1	75.00
Hepburn (HU), AOT.....	11	1	73.00
Kenton Tower (KN), OTL.....	8	3	75.00
Kenton (DN), A.....	12	1	105.00
CO	12	1	70.00
(HN), L.....	12	2	61.00
Foraker (G), AOT.....	12	1	73.00
McGuffey (MC), AOT.....	12	1	75.00
CO	12	1	65.00
Alger (SO), AOT.....	12	1	75.00
COT	12	1	65.00
Harrods (OD), AOT.....	12	1	75.00
Westminster (FA), AOT.....	11	1	71.00
Lima Tower (SJ), OTL.....	8	3	75.00
Station (NS), OTTC.....	8	1	80.00
OTTC	8	1	75.00
OTTC	8	1	70.00
Kemp (NU), AOT.....	12	1	73.00
Spencerville Tower (SV), OT.....	8	3	74.00
Station (V), A.....	12	1	80.00
CO	12	2	45.00
Elgin (VI), AOT.....	12	1	73.00
Ohio City Tower (RE), OTL.....	8	3	73.00
Station (JU), A.....	12	1	90.00
Glenmore (MO), AOT.....	12	1	73.00
Wren (GW), AOT.....	12	1	75.00
Rivare (RA), AOT.....	12	1	65.00

*Erie proportion.

Station and Position.	Hours.	Men.	Rate per Month.
Decatur Station (DE), A.....	12	1	\$100.00
Tower (DA), OTL.....	8	1	80.00
OTL.....	8	1	78.00
OTL.....	8	1	76.00
Preble (F), AOT.....	9	1	73.00
Magley (GY), AOT.....	9	1	73.00
Tocsin (OX), AOT.....	10	1	73.00
Kingsland Station (GS), AOT.....	11	1	80.00
Tower (GS), OTL*.....	8	2	60.00
OTL.....	8	1	65.00
Uniondale (U), AOT.....	11	1	70.00
Markle (MK), AOT.....	12	1	60.00
Huntington Tower, L.....	12	2	61.00
Tower (QN), OT.....	8	3	75.00
Huntington (N), O.....	11	1	85.00
O.....	11	1	78.00
T.....	12	4	74.20
Bippus (WO), AOT.....	12	1	75.00
Servia (D), AOT.....	12	1	73.00
Bolivar (BO), A.....	12	1	65.00
Tower (BO), OTL.....	8	3	75.00
Newton (WN), A*.....	11	1	40.00
Tower (WN), L.....	12	2	61.00
Laketon (NX), AOT.....	11	1	73.00
Disko (GH), AOT.....	11	1	73.00
Akron (AN), AOT.....	10	1	77.00
Athens (HO), AOT.....	10	1	73.00
Rochester (RS), A.....	12	1	100.00
TCOT.....	8	1	75.00
TCOT.....	8	2	70.00
Germany (GR), AOT.....	11	1	73.00
Leiters (RH), AOT.....	10	1	73.00
DeLong (MD), A*.....	11	1	47.00
Tower (MD), OTL*.....	8	3	37.00
Monterey (MY), AOT.....	12	1	75.00
Ora (OA), AOT.....	10	1	73.00
Bass Lake Jct. (BA), AOT.....	11	1	73.00
Aldine (AD), AOT.....	10	1	73.00
North Judson (J), A.....	11	1	100.00
Tower (JO), OT.....	8	3	73.00
Lomax Tower (X), OT.....	8	3	68.00
Wilders (DI), A*.....	11	1	48.00

Station and Position.	Hours.	Men.	Rate per Month.
Wilders Tower (DR), OTL.....	8	3	\$ 70.00
Kouts (KO), AOT.....	12	1	73.00
Boone Grove (B), AOT.....	12	1	70.00
Hurlburt (HB), AOT.....	12	1	73.00
Tower (BU), OT.....	8	3	65.00
Palmer (RF), AOT.....	12	1	73.00
Tower (MS), OT.....	8	3	65.00
Malones Tower (MA), OT.....	8	3	65.00
Palmer Tower (MR), OT.....	8	3	65.00
Winfield (FI), AOT.....	12	1	73.00
Crown Point (CN), A.....	12	1	90.00
OTC.....	8	1	74.00
TOP.....	8	2	74.00

CHICAGO DIVISION.

Hammond (HM), TCO.....	8	1	\$ 94.00
TCO.....	8	2	88.00
H. Y. Tower (HY), O.....	8	3	77.00
Highland (HI), AO.....	12	1	83.00
Griffith (GF), O.....	8	3	77.00

The above rules and wage scale shall be effective October 1, 1917, and shall continue in force for one year from that date, and thereafter subject to thirty days' notice in writing by either party to the other, requesting a change in the same.

New York, September 29, 1917.

For the Railroads:

A. J. STONE, Vice-President.

For the Telegraphers:

E. J. HESSER, Chairman,
Telegraphers' Committee.

Witness:

G. W. W. HANGER,
Member U. S. Board of Mediation
and Conciliation.

*Erie proportion.

Esquimalt & Nanaimo Railway Company

The rules embodied in the Canadian Pacific Railway Telegraphers' Schedule, in effect August 1st, 1917, will apply on the Esquimalt & Nanaimo Railway from November 1st, 1917, with the following exceptions:

ARTICLE XV.

Clause A. It is agreed that overtime rate shall not exceed sixty cents per hour.

Clause C. Not applicable to the Esquimalt & Nanaimo Railway Company, but company will relieve dispatchers two days in each month—relieving men to be paid overtime rate as per Clause A, for such two days, unless regular relieving dispatcher or agent performs such duty.

Clause F. Not applicable to Esquimalt & Nanaimo Railway.

ARTICLE XXVIII.

Not applicable to Esquimalt & Nanaimo Railway.

ARTICLE XXIX.

The established minimum rate for agents, operators and train dispatchers on the British Columbia District of the Canadian Pacific Railway, effective August 1st, 1917, will apply on the Esquimalt & Nanaimo Railway from November 1, 1917, except that the minimum rate for operators shall be \$88.00 per month.

WAGE SCALE.

Station and Position.	Rate per Month.
Malahat, operator.....	*\$88.00
Cobble Hill, agent and operator.....	110.00
Cowichan, agent and operator.....	98.00
Duncan, agent and operator.....	*120.00
Hayward Jct., operator.....	88.00
Chemainus, agent and operator.....	115.00
Ladysmith, agent and operator.....	*115.00
Operator.....	88.00
Nanaimo, agent and operator.....	135.00

*Free dwelling.

Station and Position.	Rate per Month.
Wellington, agent and operator.....	\$105.00
Night operator.....	88.00
Parksville Jct., agent and operator....	*105.00
Courtenay, agent and operator.....	*105.00
Port Alberni, agent and operator.....	*105.00
Operator	90.00
Lake Cowichan, agent and operator....	*100.00

* Free dwelling.

Accepted for the Telegraphers:

J. M. MEIN,
General Chairman.

N. LANG,
Local Chairman.

Granted by the Company:

H. E. BEASLEY,
General Superintendent.

Evansville & Indianapolis Railroad

(EFFECTIVE SEPTEMBER 16, 1917.)

The rates of pay as shown and the following rules govern the compensation and the service of telegraphers employed by the Evansville & Indianapolis Railroad, effective September 16, 1917:

ARTICLE I.

Telegrapher Defined.

All employes performing the duties of a telegrapher or telephoner, except train dispatchers, whether termed telegraphers, telephoners, agent-telegraphers or otherwise; also such agents and levermen and other employes as are specified in the wage scale, will be considered telegraphers within the meaning of this agreement.

ARTICLE II.

Basis of Pay.

(a) Where but one telegrapher is employed in twenty-four hours, eleven consecutive hours, including meal hour, commencing between 6:00 and 8:00 a. m. or 6:00 and 8:00 p. m., will constitute a day's work except as provided in paragraph (d). This paragraph will apply to telegraphers who are exclusive agents or clerks, who are not required to do telegraphing at stations where two or more telegraphers are employed, also to the telegrapher where but one is employed in addition to the agent working the same hours, as per paragraphs (b) and (c) of this article.

(b) Where two or more than three telegraphers are employed, eight consecutive hours will constitute a day's work, hours to be fixed by the superintendent; provided telegraphers employed in general or division offices may be permitted to have meal hour and work a total of eight hours in a nine-hour period.

Where exclusive levermen are employed, twelve consecutive hours including meal hour, will constitute a day's work.

(c) Where three telegraphers are employed, eight consecutive hours will constitute a day's work, except at stations where three telegraphers are employed and the agent works first trick, nine consecutive hours will constitute a day's work; provided that where the station work will permit the hours; the hours will be adjusted after investigation so that such men will work eight consecutive hours.

Where three telegraphers are employed, first trick to commence at 7:00 a. m.

Sunday Hours.

(d) So far as business will permit, telegraphers will be excused on Sunday without reduction of pay.

Where one telegrapher is employed, five hours, split once, will constitute a day's work on Sunday, except on branches where no regular passenger trains are operated on Sunday, three consecutive hours will constitute a day's work on Sunday, the hours to be arranged by the superintendent and to be within the regular week-day period.

ARTICLE III.

Overtime.

(a) Telegraphers held on duty after their regular hours by proper authority shall be paid overtime.

(b) Overtime will be computed pro rata with a minimum of fifty cents per hour in Terre Haute and Evansville, and thirty-five cents per hour in all other offices.

(c) In computing overtime, less than thirty minutes will not be counted; thirty-one minutes and less than sixty minutes will be counted as one hour.

(d) Overtime will not be allowed unless slips are mailed to proper official within twenty-four hours after the service is performed.

(e) If, for any reason, overtime is not allowed, claimant will be notified within ten days, with explanation.

ARTICLE IV.

Meal Hour.

Telegraphers required to work more than nine hours per day will be allowed sixty consecutive minutes for meal hour between 11:00 o'clock and 1:00 o'clock, day or night—except at stations where the time of trains is such as to prevent a full hour for meals between 11:00 o'clock and 1:00 o'clock the superintendent will designate a meal hour at that station not subject to temporary change, such meal period to be as near to 11:00 o'clock and 1:00 o'clock as is possible, provided the meal hour must be between 11:00 o'clock and 2:00 o'clock. Should less than one hour be given for meals, the telegrapher will be excused for thirty minutes at the first opportunity and allowed one hour overtime.

ARTICLE V. Special Calls.

(a) A telegrapher required to meet trains within one hour after the expiration of his day shall be paid thirty-five cents (35c) for his services, remaining on duty one hour if necessary; if longer than one hour, he shall be allowed overtime thereafter.

(b) Telegraphers called or instructed to come on duty by competent authority outside of regular established hours (except as provided for in this article), will be allowed fifty cents (50c) for the service and first hour, and overtime thereafter.

ARTICLE VI. Switch and Signal Lights.

(a) At stations where sectionmen are located, telegraphers will not be required to take care of switch lights.

(b) At stations where no sectionmen reside, telegraphers required to care for switch lights shall be allowed seventy-five cents (75c) per light per month. They will not be required to attend lights at a distance greater than one-half mile from office.

Platform Lights.

(c) Telegraphers will not be required to take care of platform lights where lampmen or sectionmen are located, but will be required to light and extinguish them. When required to care for them, they shall be allowed seventy-five cents (75c) per month, maximum of two lamps.

ARTICLE VII. Pumps.

Telegraphers required to run gasoline or steam pumps shall receive not less than \$10.00 per month additional for such service.

ARTICLE VIII. Attending Court.

Telegraphers attending court as company witnesses will be paid for all time lost, and if at any point other than home station, will be allowed expenses at not to exceed the rate of \$3.00 per day.

ARTICLE IX. Transfers.

(a) A regularly assigned telegrapher transferred to or accept a bulletined position, will be furnished free transportation for himself, family and household goods. If such transfer requires loss in pay, such lost time will be allowed at the regular rate for the position transferred. The outgoing telegrapher will also be paid for the day on which the transfer is made.

(b) When telegraphers are temporarily transferred to a position paying less rates than their regular assignment, they will be paid at their regular wages. If transferred to a position paying higher rates, they will be paid at the higher rates.

(c) When required to leave home town, a regularly assigned telegrapher transferred from regular position to work extra, will be paid one dollar per calendar day for expenses in addition to regular rate of pay, computed until returned to regular position or relieved.

(d) Telegraphers desiring to be checked in after leave of absence, shall give the proper official five days' notice. If the check is delayed longer than this, they shall then receive pay at the regular rate for such station for such additional time as they are held out of service.

ARTICLE X. Commissions.

Should commissions be discontinued, causing loss in compensation, adjustment in salaries affected will be made.

ARTICLE XI. Students.

(a) Telegraphers will not be required to teach telegraphy to any person, nor to admit students to their office except under special arrangements with the superintendent.

Scrubbing.

(b) Telegraphers will not be required to scrub floors or wash windows in depots, nor to clean outbuildings, but will see that their stations are kept neat and clean, and will report to the superintendent when the station needs special attention.

Batteries.

(c) Telegraphers will not be required to clean main or local batteries where more than ten cells are located or used.

ARTICLE XII. Promotion.

(a) To warrant promotion, faithful, intelligent and courteous discharge of duty with capacity for greater responsibility, must obtain. When these are sufficient, seniority will govern.

(b) A telegrapher declining promotion does not thereby forfeit seniority.

(c) When telegraphers are transferred and after a fair trial are found to be unable to handle the new position, they shall be placed on the extra list, but will retain their seniority.

ARTICLE XIII. Seniority List.

(a) A revised seniority list of telegraphers eligible to positions covered by this schedule will be furnished by the superintendent to the local chairman, during January and July each year.

(b) When new positions are added to or included in the schedule, the telegrapher in such position shall be given seniority from date he last entered telegraph or station service.

(c) Seniority will only be effective when vacancies occur or new positions are created, and trading positions will not be permitted.

(d) Telegraphers covered by this schedule assigned to other service of the company will retain their seniority which has accrued in the scheduled positions so long as they remain in the continuous service of the company. Names of such employees will be shown on the seniority list under a separate heading, showing date entered service and date assigned to non-scheduled position.

ARTICLE XIV.

New Positions.

(a) When new positions are created, compensation will be fixed in conformity with positions of a similar class provided for in this schedule.

Vacancies Bulletined.

(b) When a vacancy occurs or a new position is created telegraphers will be notified by bulletin within five days and position filled within twenty days, as provided in this article. Application must be filed within ten days from date of bulletin.

(c) When there is a vacancy in the position of relief agent, it shall be filled as provided by this article, the superintendent to be the judge of the competency of applicants.

(d) Any employe as per Article I, making application for and receiving the appointment to a position, must accept the position or go on the extra list, unless his application is withdrawn before the expiration of the time allowed for making application.

(e) A telegrapher who vacates a position will not be permitted to apply for that vacancy until it has been assigned under bulletin and again vacated.

(f) In filling temporary vacancies account of telegraphers accepting positions as per Article XIII, paragraph (d) of thirty days and not to exceed six months' duration, the position will be bulletined subject to Article XIV, paragraph (b) and filled in accordance therewith, the successful applicant to retain his rights to his position vacated, but after the expiration of six months such position will be declared a permanent vacancy and bulletined accordingly. It is agreed that telegraphers accepting positions as outlined above will waive the provisions of Article IX, paragraph (c). No position will be bulletined as a temporary vacancy more than once in any consecutive twelve months' period.

ARTICLE XV.

Positions Abolished.

When positions are abolished or the force reduced, the last man to enter the service will be the first laid off, and in the event of re-employment, the oldest man laid off will be given work first, subject to the provisions of paragraph (a) of Article XII. In reducing the force at any office the youngest man in the service at that office will be displaced, and will have the preference of displacing the youngest regularly assigned telegrapher, or go on the extra list if his seniority will permit. This will also apply to telegraphers when a telegraph office is discontinued.

ARTICLE XVI.

Leave of Absence.

(a) Telegraphers who have been in the service of the company one year or more may be given a leave of absence for ninety days, and at the expiration of that time, or before if desired, upon application to the proper official, may resume their employment without losing their seniority, provided that no more than one such leave (other than short vacation) shall be given in any period

of two consecutive years. In case of sickness or personal injury leave may be extended upon proper notice.

(b) Representatives of the telegraphers acting in such capacity will be granted indefinite leave of absence upon request, without loss of seniority.

ARTICLE XVII.

Service Letters.

(a) A service letter will be issued to all telegraphers leaving the service. This letter shall state term of service, record and cause for leaving.

(b) All service cards, letters of recommendation and other papers furnished telegraphers making application for employment shall be returned to him within thirty days after the approval of such application.

ARTICLE XVIII.

Discipline.

A telegrapher will not be disciplined or discharged before being given a hearing. Should a telegrapher be dissatisfied with the decision, he shall have the right, within ten days, to refer the case, with written statement, to the next higher officer, and same will be investigated within ten days of such notice, with the aggrieved telegrapher and any other telegrapher of his choice present. Appeal may be successively taken to the general superintendent. In case discipline is found to be unjust, the telegrapher shall, if suspended or dismissed, be reinstated and be paid for all time lost. No appeal shall be allowed unless made within the time prescribed in this article. The company will not be responsible for the wages of telegraphers acting as advisers in such investigation.

ARTICLE XIX.

Abrogation.

It is agreed that the rules and rates of pay shall continue in force for one year from September 16, 1917, and thereafter, subject to thirty days' written notice by either party to the other.

For the Telegraphers:

J. F. KINSCHERFF.

Approved:

C. B. FALEY.

WAGE SCALE.

Station and Position:	Rate per Month.
Riley, agent-operator	\$ 64.00
Cory, agent-operator	64.00
Saline City, agent-operator	66.50
Clay City, operator-clerk	75.00
Coal City, agent-operator	60.00
Worthington, operator-clerk	76.50
Operator-clerk	70.00
Operator-clerk	60.00
West Bloomfield, agent-operator	71.50
Newberry, agent-operator	64.00
Elmora, agent-operator	71.50
Plainville, agent-operator	66.50
Washington, operator-clerk	75.00
Operator-clerk	71.50
Operator-clerk	70.00
Blackburn, agent-operator	64.00
Petersburg, operator-clerk	75.00
Operator-clerk	70.00
Hosmer, agent-operator	66.50
Oakland City, operator-cashier (joint)	41.00
Somerville, agent-operator	59.00
Elberfield, agent-operator	69.00

Fort Worth & Denver City Railway Company

(EFFECTIVE AUGUST 1, 1913.)

The following rules and rates of pay will govern the employment and control of telegraphers on the line of the Fort Worth & Denver City Railway Company:

ARTICLE I.

Any person performing the duties of a telegrapher at any telegraph station, whether termed agent, cashier or otherwise, shall be considered a telegrapher, train dispatchers excepted.

ARTICLE II.

Telegraphers will be regarded in line of promotion, advancement depending upon faithful discharge of duty and capacity for increased responsibility. Where those are sufficient in the judgment of the management, seniority will have preference and will date from the last time of entering the service, and will extend only over each superintendent's territory.

When force is reduced, the last man to enter the service will be the first laid off, and in the event of reinstating the position, the oldest available man will be given preference, subject to the provisions of the first paragraph of this article.

ARTICLE III.

List of telegraphers, showing their age in service, will be kept on file in superintendent's offices, and will be open to the inspection of telegraphers.

ARTICLE IV.

Telegraphers will, when necessary, assist in handling station and clerical work.

ARTICLE V.

Telegraphers performing duty at wrecks, washouts or other similar emergency offices will receive \$2.50 per day of ten hours or less and overtime pro rata, and no other compensation, time to be computed from the time they start until they return, except that deduction will be made for time relieved from duty for rest.

ARTICLE VI.

Telegraphers required to remain on duty, by competent authority, in excess of their regular established hours, will be paid overtime pro rata, but in no case less than twenty-five cents per hour. In computing overtime, thirty minutes or less will not be counted; over thirty minutes will be counted one hour. Telegraphers will be notified by the superintendent without delay when claim for overtime or for compensation on any other account is disallowed.

ARTICLE VII.

Telegraphers (except those whose hours of service are nine or less consecutive hours) will be allowed one hour for meals between 11:30 and 1:30, day or night. When required to remain on duty during the meal hour, they shall receive one hour overtime therefor, and will be allowed thirty minutes for lunch as soon thereafter as conditions will warrant.

ARTICLE VIII.

Telegraphers called to the office outside of their regular hours will be allowed fifty cents for the first hour or any part thereof. If kept on duty more than one hour, overtime will be paid as per Article VI.

ARTICLE IX.

Telegraphers assigned to meet a regular train outside of their established hours of service shall receive twenty-five cents for meeting the train, and if delayed more than one hour for such purpose, shall receive overtime therefor as per Article VI. The superintendent will assign the regular hours of duty.

ARTICLE X.

Telegraphers attending court as witnesses in the interests of the company shall receive same compensation as if on regular duty, and in addition thereto legitimate expenses will be allowed if away from their home station.

ARTICLE XI.

So far as it can legally do so, the company will transport to new place of residence family and household goods of any employee whose assignment requires such change.

ARTICLE XII.

Leave of absence will not be granted to exceed ninety days, except in case of sickness. Any employee absent on such leave, who does not report for duty before the expiration of that time, shall forfeit his rights.

ARTICLE XIII.

In event of discipline or dismissal of a telegrapher, for reasons which he considers unjust, he shall have the right within ten days to refer his case to the superintendent in writing, who will, within ten days after receipt of such notice, investigate the case, employee concerned to be present, if he so desires. If he is not satisfied with the result of the investigation, he shall have the right to appeal to the general superintendent for final decision. In case dismissal or suspension is found to be unjust, he shall be reinstated and paid for all time lost.

ARTICLE XIV.

A telegrapher leaving the employ of the company will, at his request, be given a letter which will state his term of service, capacity in which employed, and whether he has been discharged or left the service of his own accord. If discharged, such letter shall state the reason.

ARTICLE XV.

Telegraphers will be held responsible for the care and maintenance of telegraph signal lights, and at stations where there are no other employees, telegraphers may be required to care for two switch or semaphore lights in addition to the telegraph signal lights without additional compensation. Where more than two such lights are required to be cared for, they will be paid fifty cents per month

per light for such additional lights. Night telegraphers are expected to relight any switch or semaphore lamps that may become extinguished at night.

ARTICLE XVI.

The following is tabulation of telegraphers' salaries. When additional telegraph positions are created, compensation shall be fixed in conformity therewith:

Station and Position.	Rate Per Month.
Fort Worth (DW), first telegrapher..	\$ 90.00
Second telegrapher.....	80.00
Fort Worth (FR), first telegrapher....	80.00
Second telegrapher.....	80.00
Third telegrapher.....	80.00
North Fort Worth, telegrapher.....	70.00
Rhome, agent and telegrapher.....	67.50
Telegrapher.....	65.00
Decatur, first telegrapher.....	70.00
Second telegrapher.....	70.00
Third telegrapher.....	70.00
Alvord, agent and telegrapher.....	85.00
Sunset, agent and telegrapher.....	65.00
Bowie, cashier and telegrapher.....	85.00
Second telegrapher.....	70.00
Third telegrapher.....	70.00
Bellevue, agent and telegrapher.....	65.00
Henrietta, agent and telegrapher.....	100.00
Second telegrapher.....	70.00
Third telegrapher.....	70.00
Wichita Falls (WF), first telegrapher	80.00
Second telegrapher.....	80.00
Third telegrapher.....	80.00
Iowa Park, agent and telegrapher.....	70.00
Electra, cashier and telegrapher.....	85.00
Harrold, agent and telegrapher.....	60.00
Oklaunion, agent and telegrapher....	60.00
Vernon, cashier and telegrapher.....	85.00
Second telegrapher.....	70.00
Third telegrapher.....	70.00
Tolbert, agent and telegrapher.....	60.00
Chillicothe, cashier and telegrapher...	85.00
Second telegrapher.....	70.00
Third telegrapher.....	70.00

Station and Position.	Rate Per Month.
Quanah, first telegrapher.....	\$ 70.00
Second telegrapher.....	70.00
Third telegrapher.....	70.00
Acme, agent and telegrapher.....	83.33
Telegrapher.....	65.00
Goodlett, agent and telegrapher.....	60.00
Kirkland, agent and telegrapher.....	65.00
Childress (CD), first telegrapher.....	70.00
Second telegrapher.....	70.00
Childress (X), first telegrapher.....	80.00
Second telegrapher.....	80.00
Third telegrapher.....	80.00
Carey, agent and telegrapher.....	60.00
Estelline, agent and telegrapher.....	65.00
Telegrapher.....	65.00
Newlin, agent and telegrapher.....	60.00
Memphis, cashier and telegrapher....	85.00
Second telegrapher.....	70.00
Third telegrapher.....	70.00
Giles, agent and telegrapher.....	65.00
Hedley, agent and telegrapher.....	65.00
Lelia Lake, agent and telegrapher...	60.00
Clarendon, first telegrapher.....	70.00
Second telegrapher.....	70.00
Third telegrapher.....	70.00
Goodnight, agent and telegrapher.....	60.00
Claude, agent and telegrapher.....	65.00
Telegrapher.....	65.00
Washburn, agent and telegrapher...	70.00
Amarillo, first telegrapher.....	80.00
Second telegrapher.....	80.00
Third telegrapher.....	80.00
Tascosa, agent and telegrapher.....	65.00
Telegrapher.....	65.00
Channing, agent and telegrapher.....	60.00
Second telegrapher.....	65.00
Third telegrapher.....	65.00
Hartley, agent and telegrapher.....	62.50
Dalhart, cashier and telegrapher....	85.00
Second telegrapher.....	70.00
Third telegrapher.....	70.00
Perico, pumper and telegrapher.....	70.00
Texline, first telegrapher.....	85.00
Second telegrapher.....	80.00
Third telegrapher.....	80.00

H. A. GAUSEWITZ,
General Superintendent.

Georgia Southern & Florida Railway Company

(RULES EFFECTIVE SEPTEMBER 1, 1916.)
(WAGE SCALE EFFECTIVE JULY 1, 1916.)

ARTICLE I. Preamble.

These rules, regulations and rates of pay apply to telegraph operators, levermen and station agents holding positions covered by the wage scale attached hereto.

ARTICLE II. Promotion.

(a) Preference in promotion or retention in the service shall be given to the employees who have been longest in the service, provided they are, in the judgment of the proper officers of the company, equal in merit, capacity and qualifications to other employees in the service.

(b) Telegraphers declining promotion do not forfeit seniority rights to positions when vacancies occur.

(c) If, after a fair trial, a telegrapher is

found incompetent, he will be placed on the extra list until re-assigned, with seniority remaining unimpaired.

(d) When vacancies occur, or new positions created, they will be promptly bulletined to all offices; employees will be given five (5) days in which to make application therefor. Such positions will be permanently filled within fifteen (15) days after vacancy occurs.

(e) Vacancies known to be temporary will be filled by the oldest available competent extra employee, who will hold assignment until permanently filled or relieved by relief agent.

(f) Employees, on leave of absence, may apply for vacancies, or new positions, but must comply with Section (d) of this article.

(g) Trading positions will not be permitted.

ARTICLE III.**Seniority.**

(a) Seniority of employes will be effective and date from the last time entering the service of the company on a schedule position.

(b) Where positions are abolished or offices closed, employes affected will be eligible to any position to which their seniority and merit gives them the right; provided, the position abolished has been established twelve (12) months or longer.

(c) Employes must avail themselves of their rights, as indicated in Section (b) of this article, within ten (10) days after being displaced.

(d) Employes dismissed from the service and reinstated within six (6) months will not lose their seniority.

(e) Employes promoted to official positions will not lose their seniority, but for any reason, should they desire to return to a schedule position, they may exercise their right only by applying for vacancies.

(f) A seniority list of all employes will be prepared by the chief dispatcher January 1st and July 1st of each year, a copy of which will be furnished all offices.

ARTICLE IV.**Hours of Service.**

(a) At offices where only one telegrapher is employed, ten (10) consecutive hours, including meal hour, shall constitute a day's work; except that eleven (11) consecutive hours, excluding meal hour, shall constitute a day's work for exclusive station agents and levermen coming under this agreement.

(b) At offices where two telegraphers are employed, nine (9) consecutive hours shall constitute a day's work.

(c) Eight consecutive hours shall constitute a day's work in relay offices, superintendent's and chief dispatcher's offices where more than two telegraphers are employed; in heavy telegraph offices and in all other offices where three or more telegraphers are employed, provided efficiency of service does not clearly demand a nine-hour day.

(d) At stations where only one telegrapher is employed, the hours of service will begin between 6:00 a. m. and 8:00 a. m.

(e) Telegraphers will be excused from Sunday and legal holiday duty so far as practicable without detriment to the service, and when so excused no deduction shall be made from their wages.

ARTICLE V.**Meal Hours.**

Telegraphers working ten consecutive hours per day will be allowed sixty consecutive minutes between 11:30 a. m. and 1:00 p. m. for midday meal, and between 1:30 p. m. and 1:00 a. m. for midnight meal. When sixty consecutive minutes cannot be allowed, one hour overtime will be allowed in lieu thereof.

ARTICLE VI.**Calls and Overtime.**

(a) Telegraphers called or instructed to come on duty before or after regular assigned hours will be paid fifty cents for each call and first hour or fraction thereof and

regular overtime rates thereafter until relieved. The word "instructed" being considered a call.

(b) Telegraphers required by competent authority to remain on duty after regular assigned hours will be paid regular overtime rates; provided, however, that no overtime will be paid to levermen or exclusive agents except when required to meet trains after the expiration of their regular assigned hours.

(c) Overtime rates will be forty (40) cents per hour, except when the regular rate is higher, and in such cases overtime will be paid pro rata.

(d) In computing overtime, less than thirty minutes will not be counted. Thirty minutes or less than sixty minutes will be counted one hour.

(e) Forms for reporting overtime will be furnished all offices by the company. When overtime is not allowed, telegraphers will be promptly notified as to cause.

ARTICLE VII.**New Offices.**

When new positions are created compensation will be fixed in conformity with the rate of other positions of similar class.

ARTICLE VIII.**Emergency Service.**

For performing duties at wrecks, wash-outs or similar emergency offices, telegraphers will be compensated at their regular rate of pay, and in addition a reasonable amount for expenses incurred, including time consumed in traveling to and from. Provided, however, they shall not at the same time receive compensation for duties at their regular office.

ARTICLE IX.**Court Attendance.**

Telegraphers required to attend court as witnesses for the railway company will be allowed regular pay, transportation to and from, and reasonable expenses. All court fees, etc., to be paid to the railway company.

ARTICLE X.**Transfers.**

(a) Telegraphers transferred by direction of the company will be furnished free transportation for themselves, families and effects, and will be allowed regular pay while in transit and making such transfer, rate of pay to be based on position from which transfer is made.

(b) When a telegrapher is temporarily transferred to a position paying a lower rate of wage than his regular assignment, he will be paid at the rate of his regular wages.

(c) When transferred temporarily to a position paying a higher rate of wage, he will be paid at the rate applying to position to which transferred.

(d) When, by competent authority, a telegrapher is sent from his regular office to another office to work extra, he will be paid one dollar per calendar day for expenses, in addition to his regular pay, computed until he returns to his regular position; provided, that telegraphers will not be paid twice for the same service.

(e) Relief agents will be paid actual expenses while on duty away from home.

ARTICLE XI.

Leave of Absence.

Leave of absence, for period not exceeding five days may be granted upon verbal request. Application for leave of absence exceeding five days must be made in writing and approved by chief dispatcher. Except in case of sickness or disability, telegraphers will not be granted leave of absence in excess of ninety days and retain their seniority rights.

ARTICLE XII.

Discipline.

(a) Telegraphers will not be discharged or demerited without an investigation, which will be made by the proper officer within five days, if possible, and in their presence. They will have the privilege of bringing to such investigation one employee in similar class of service, of their own selection, provided such employee is in good standing. If found blameless, they will be paid for lost time. If discharged or demerited, they will be furnished with a written statement, giving cause.

(b) Telegraphers, feeling an injustice has been done them, may always submit their case to their superior officer for consideration and review, and shall have the privilege of appealing to the next ranking officer, provided such appeal is made in writing within thirty days, after the reviewing officer has rendered his decision.

ARTICLE XIII.

Pumps.

Telegraphers required to run pumps will be paid not less than ten dollars per month extra compensation for such service.

ARTICLE XIV.

Switch Lamps.

(a) At stations, offices or places where a section foreman or a member of his force resides, telegraphers will not be required to attend switch or block signal lamps.

(b) At stations, offices or places where a section foreman or a member of his force does not reside, telegraphers will be paid one dollar and twenty-five cents each for the first two lamps and seventy-five cents for each additional lamp per month. Where there are more than six lamps, special arrangement will be made.

(c) Telegraphers will, in all cases, look after the train-order lamp.

ARTICLE XV.

Cleaning Batteries and Stations.

Telegraphers will not be required to clean main or local batteries where ten or more cells are used, nor will they be required to clean platforms or out-buildings at stations of more than three rooms.

ARTICLE XVI.

General.

This agreement will not change any rate in effect or commissions paid by other companies, nor repeal any privilege hitherto en-

joyed by the employes and not herein specified.

ARTICLE XVII.

Termination.

No change will be made, by either party, in these rules, regulations or schedules of wages, without thirty days' written notice.

(Signed) W. F. KADERLY,
General Superintendent.

(Signed) G. L. SEIBERT,
General Chairman.

RATES OF PAY.

Station and Position.	Rate Per Month.
Macon, clerk telegrapher.....	\$100.00
First W. C. T.....	110.00
Second W. C. T.....	100.00
Clerk telegrapher.....	97.50
Stratton, one operator.....	92.00
One operator.....	92.00
One operator.....	92.00
Sofkee, agent operator.....	80.00
One operator.....	80.00
Wellston, agent operator.....	80.00
Bonaire, telegrapher.....	80.00
Kathleen, agent operator.....	80.00
Grovania, agent operator.....	90.00
Clerk telegrapher.....	80.00
Elko, agent operator.....	80.00
Unadilla, agent operator.....	100.00
Clerk telegrapher.....	85.00
Clerk telegrapher.....	80.00
Clerk telegrapher.....	80.00
Clerk telegrapher.....	80.00
Pinehurst, agent operator.....	85.00
Vienna, agent operator.....	100.00
Cordele, telegrapher.....	90.00
Telegrapher.....	90.00
Telegrapher.....	90.00
Clerk telegrapher.....	92.50
Arabi, agent operator.....	80.00
One operator.....	80.00
Dakota, agent operator.....	80.00
Worth, agent operator.....	80.00
Ashburn, agent operator.....	132.00
Clerk telegrapher.....	90.00
Clerk telegrapher.....	85.00
Clerk telegrapher.....	85.00
Sycamore, agent operator.....	85.00
Chula, agent operator.....	80.00
One operator.....	80.00
Tifton, freight-agent operator.....	132.00
Clerk telegrapher.....	100.00
Clerk telegrapher.....	97.50
Lenox, agent operator.....	85.00
One operator.....	80.00
Sparks, agent operator.....	105.00
Clerk telegrapher.....	90.00
Adel, agent operator.....	126.50
Clerk telegrapher.....	92.50
Clerk telegrapher.....	80.00
Clerk telegrapher.....	80.00
Cecil, agent operator.....	80.00
Hahira, agent operator.....	85.00
Valdosta, clerk telegrapher.....	100.00
Clerk telegrapher.....	97.50
Clerk telegrapher.....	95.00
Howell, agent operator.....	72.00
Fargo, agent operator.....	92.00
Clerk telegrapher.....	72.00
Council, agent operator.....	72.00
Baxter, agent operator.....	72.00
St. George, agent operator.....	72.00
Crawford, agent operator (joint).....	37.50

Station and Position.	Rate Per Month.
Lake Park, agent operator.....	\$ 80.00
Jennings, agent operator.....	85.00
Jasper, agent operator.....	101.00
Genoa, agent operator.....	72.00
White Springs, agent operator.....	90.00
Clerk operator.....	85.00
Lake City, freight agent operator.....	115.50
Clerk telegrapher.....	90.00
Ticket agent telegrapher (joint).....	50.00
Ticket agent telegrapher (joint).....	45.00

Station and Position.	Rate Per Month.
Lulu, agent operator.....	\$ 72.00
Lake Butler, agent operator.....	90.00
Sampson City, agent operator (joint).....	40.00
Hampton, agent operator (joint).....	53.00
Clerk telegrapher.....	42.00
Grandin, agent operator.....	72.00
Palatka, agent operator.....	115.50
Clerk telegrapher.....	90.00
One operator.....	80.00
Line-of-road, relief agent.....	110.00

Georgia & Florida Railway

(EFFECTIVE FEBRUARY 1, 1915.)

ARTICLE I.

These rules and regulations will apply to all operator-agents, operators and such other employes as are shown in the wage schedule embodied herein.

ARTICLE II.

(a) Employes covered by this agreement are in line for promotion. Where ability and other qualifications are sufficient, seniority will prevail and date from the last entrance in the service. The matter of competency and fitness to be decided by the proper official.

(b) Seniority in effect when vacancies occur or new positions are created.

(c) Vacancies and new positions will be bulletined to all offices and a copy of all bulletins will be sent to the chairman, and vacancies will be filled in accordance with paragraph (a) of this article. A vacancy will not be permanently filled sooner than five (5) days, and will be filled within thirty (30) days.

(d) Employes declining promotion do not forfeit rights to it or any other position when a vacancy occurs.

(e) In the event of a reduction of force, seniority will prevail, ability and other qualifications being considered.

(f) Seniority list will be prepared by the superintendent and a copy furnished the chairman on application.

ARTICLE III.

Employes covered by this agreement will not be disciplined or discharged from the service of the company without just cause, and may call for, within ten (10) days, an investigation, which will be held in ten (10) days, if practicable, after requested by the employe interested, who shall have the right to bring to the investigation another employe in similar class of service of his own selection. No final record of dismissal to be made until after investigation. When an employe has been suspended and upon investigation the charges against him are not sustained, he will be reinstated and paid at the regular rate of his wages for the time lost. The result of the investigation shall be announced within ten (10) days, if practicable, after same is completed. In the event the difference cannot be satisfactorily adjusted

with the superintendent, the right to appeal to higher officers is conceded.

ARTICLE IV.

When new positions, similar to those covered by this agreement, are created, the rate of pay shall be fixed in line with similar positions included in the schedule.

ARTICLE V.

(a) At offices where one (1) operator or agent-operator covered by this agreement is employed, twelve consecutive hours, commencing between 6:00 and 8:00 o'clock a. m. or p. m., including meal hour, will constitute a day's work, except that where required by the service, the day's work may begin at 11:00 to 12:00, noon or midnight.

(b) Where two operators covered by this contract are employed nine consecutive hours, exclusive of meal hour, will constitute a day's work.

(c) Where three (3) operators are covered by this agreement, eight consecutive hours, exclusive of meal hour, will constitute a day's work.

ARTICLE VI.

(a) When employes covered by this agreement are required to remain on duty in excess of the number of hours constituting a day's work in the performance of any service required by the company, they will be paid overtime pro rata, but not less than twenty-five (25) cents per hour.

(b) When employes covered by this agreement are required to report at a specified time before or after regular hours, they will be allowed forty (40) cents for the first hour or fraction thereof, and not less than twenty-five (25) cents per hour for each succeeding hour held on duty.

(c) When called after being relieved from duty, forty (40) cents will be allowed for the call and first hour, and not less than twenty-five (25) cents per hour until relieved.

(d) Doubling will be paid for at regular overtime rates. Service performed at accidents, washouts or temporary offices will be paid for at the regular overtime rate. This to be computed from the time they are called to report until they return.

(e) When employes covered by this agreement are taken from their regular positions to work extra, they will be allowed

one dollar per day for expenses in addition to their regular rate of pay.

(f) Employees will be promptly notified when claims for overtime or compensation on any other account is not allowed.

(g) In computing overtime, less than thirty-one (31) minutes will not be counted. Thirty-one (31) minutes or up to sixty (60) minutes will be counted as one hour.

(h) Rate of pay for overtime will be twenty-five (25) cents per hour, except where the regular rate is higher same will apply.

ARTICLE VII.

(a) When an employee covered by this agreement is temporarily transferred to a position paying a lower rate of wages than his regular assignment, he will be paid at the rate of his regular wages. When transferred temporarily to a position paying a higher rate of wages, he will be paid at the rate of wages applying to such position.

(b) Employees transferred by direction of the company will be furnished with free transportation for themselves and their dependent families and household goods, and will be allowed regular pay (except when being moved at their own request) while in transit and making transfer; rate of pay to be based on position from which transfer is made.

ARTICLE VIII.

Employees covered by this agreement whose hours of duty are more than ten (10) hours per day, will be allowed sixty consecutive minutes for a meal between 11:00 p. m. and 1:30 o'clock a. m., and 11:00 a. m. and 1:30 o'clock p. m. If not relieved, one hour overtime will be allowed.

ARTICLE IX.

All telegraph operators will be excused from Sunday duty as far as possible, and no deductions will be made from their pay on that account.

ARTICLE X.

Reasonable leave of absence and free transportation over the Georgia & Florida Railway will be granted from time to time, upon request.

ARTICLE XI.

For attending court as a witness for this company employees covered by this agreement will be paid their regular wages; the company will furnish transportation and allow reasonable expense for board and lodging, based upon proper receipts. The

company will be entitled to certificates for witness fee in such cases.

ARTICLE XII.

Employees, as per Article I, serving as chairman, secretary and members of committee, will be relieved promptly upon request and such leave of absence granted them as may be necessary to enable them to handle their business.

ARTICLE XIII.

This agreement shall remain in force for one year from February 1st, 1915, and thereafter until either party desires a change, giving the other party interested thirty (30) days' written notice.

For the Georgia & Florida Railway:

D. F. KIRKLAND,
General Manager.

For the Agent-Operators, Operators:

C. A. COOK,
W. F. FERRIN,
T. R. GODBEE.

WAGE SCALE.

Station and Position.	Rate Per Month.
St. Clair, agent operator (joint).....	\$ 35.00
Gough, agent operator.....	55.00
Vidette, agent operator.....	45.00
Rosier, agent operator.....	45.00
Midville, operator clerk.....	50.00
Stevens Crossing, agent operator.....	60.00
Summertown, agent operator.....	45.00
Swainsboro, operator clerk.....	55.00
Wesley, agent operator.....	50.00
Normantown, agent operator.....	60.00
Alston, agent operator.....	45.00
Uvalda, agent operator.....	50.00
Hazelhurst, operator clerk.....	50.00
Operator clerk.....	50.00
Denton, agent operator.....	50.00
West Green, agent operator.....	55.00
Willacoochee, agent operator.....	55.00
Bannockburn, agent operator.....	45.00
Nashville, operator clerk.....	50.00
Rays Mill, agent operator.....	60.00
Valdoata, operator clerk.....	65.00
Pinetta, agent operator.....	40.00
Madison, agent operator.....	80.00
Oak Park, agent operator.....	40.00
Stillmore, agent operator.....	55.00
Graymont, agent operator.....	50.00
Summit, agent operator.....	50.00
Garfield, agent operator.....	65.00
Thrift, agent operator.....	25.00
Sparks, agent operator.....	60.00
Ellenton, agent operator.....	50.00
Broxton, agent operator.....	60.00

Grand Trunk Railway System

(EFFECTIVE APRIL 1, 1917.)

The following rules and rates of pay will govern the telegraphers on the Grand Trunk Railway:

When additional telegraphers' positions are created, compensation will be fixed in conformity with that for positions of the same class as shown by this schedule.

ARTICLE I.

All employees assigned by proper authority to railway telegraph or railway telephone service of any character or duration and the station agents incorporated in this schedule will be considered telegraphers within the meaning thereof, except train dispatchers.

ARTICLE II.

(a) Promotion of telegraphers shall extend over each superintendent's division and will be governed by merit and ability. Where ability is sufficient, the senior telegrapher will be given the preference, provided that telegraphers of not less than two years' service will, on application, be transferred from one superintendent's division to another on the same general superintendent's division, within thirty days from date of such application, and when so transferred will be allowed seniority on the new division to the extent of three-fourths their seniority rights on the division from which transferred.

In such cases the telegrapher making the transfer will take his place on the extra list, and will have the right to file into bulletined positions as per clause (c) hereof.

A telegrapher applying for a transfer will be given a transfer certificate showing his length of service and the capacity in which he has been employed, which will be his authority for claiming his seniority on the division to which he is transferring.

Transfer certificates will not be valid unless filed with the superintendent of the division to which transfer is being made within thirty days from date of issue.

Telegraphers appointed to positions in the company's service, which are not included in this schedule, or who are employed exclusively by the Order of Railroad Telegraphers, will retain their seniority standing in the ranks of the agents and operators.

A telegrapher's seniority will date from the time of last entering the service as a telegrapher.

Telegraphers will not be required to accept promotion, but do not forfeit their rights to the same, or any other position to which they may be entitled under seniority when a vacancy occurs.

When a telegrapher accepts a transfer, and after a fair trial is found incapable, he will take his place on the extra list, retaining his seniority.

(b) In case of a reduction in the number of telegraphers employed, the senior telegraphers on their respective divisions will be retained in preference to telegraphers junior to them, and when a position shown in the schedule is abolished, the telegraphers so displaced will be given preference to the position held by the junior permanently located telegrapher on the superintendent's division, merit and ability being sufficient.

(c) All vacancies and proposed appointments to new positions will be advertised over the superintendent's division on which they occur by a "23" message within five days, and a telegrapher shall have ten days from date of such message within which to file application.

A vacancy will be filled within forty-five days after it occurs by appointment of the man entitled to it, and such appointment will be bulletined over the division immediately thereafter by a "23" message.

Nothing in this clause is intended to prevent the closing of any position either temporarily or permanently should it become necessary at any time.

(d) A telegrapher on leave of absence when a vacancy occurs will not be debarred

from claiming the position and receiving the appointment upon resuming duty, if entitled to it.

(e) A correct list of all telegraphers on each superintendent's division, showing their seniority standing, will be kept on file in every chief train dispatcher's office, open to the inspection of all telegraphers concerned. A copy of such list corrected to date will be furnished the general chairman at the beginning of each year.

ARTICLE III.

A telegrapher will not be suspended or discharged without just cause, and if suspended or discharged for an alleged fault, the reason will be given in writing and he shall have a fair and impartial trial, at which he may be assisted by another telegrapher if he desires, without expense to the company, and be advised of the decision within fifteen days after filing his written request with the proper officer. If suspended for investigation, such investigation will be held and he will be advised of the decision within fifteen days without such request. If blameless, as charged, he will be paid his regular salary and be reinstated. Date of suspension to begin from date relieved for investigation or within fifteen days from date of decision. If detained more than fifteen days awaiting investigation at the company's instance, he will be paid for time lost in excess of fifteen days whether found guilty or not. If decision rendered is considered unjust, an appeal may be made verbally or in writing to higher officials.

ARTICLE IV.

There will be no discrimination against telegraphers for being members of the Order of Railroad Telegraphers, and, when called on to serve on boards of adjustment, they will be relieved without unnecessary delay (such delay not to exceed ten days) for such purpose, and only on request of their chairman.

ARTICLE V.

Telegraphers will be granted free transportation and leave of absence to attend their meetings; such free transportation will not extend beyond the next division adjoining their superintendent's division, and leave of absence will not exceed two days, and will only be granted when it will not interfere with the requirements of the traffic and the service, and provided the company is not put to additional expense.

ARTICLE VI.

Telegraphers, upon application, will, if possible, be furnished with certified copies of all service cards and letters of recommendation held by the company, and on leaving the service the original shall be returned and they shall also receive a letter stating term of service, capacity in which employed, and whether discharged or leaving of their own accord. If discharged, reasons shall be given. If detained more than five days awaiting receipt of service card they will be paid schedule wages for all time in excess of five days. Unless otherwise requested, they will be mailed to the telegrapher to the place of his last employment.

ARTICLE VII.

When a telegrapher is transferred by order of the proper official the company will furnish free transportation for himself, family and household goods, where such free transportation is not contrary to law, and he shall suffer no loss of time in consequence.

ARTICLE VIII.

A telegrapher called upon to attend court or investigation at the request of a proper official of the company shall receive the same compensation as if on duty. If away from home he will be allowed reasonable expenses, any witness fees which may accrue to him to be retained by the company.

ARTICLE IX.

Telegraphers performing duty at wrecks or other emergency offices will be paid their regular wages and reasonable expenses.

ARTICLE X.

Telegraphers will not be required to clear platforms of snow, cut or pile wood, load or unload wood or coal, sift ashes, scrub stations, clean chimneys, clean or disinfect stock cars or outbuildings.

ARTICLE XI.

Telegraphers will not be required to teach telegraphy, nor shall a telegrapher teach telegraphy on the company's premises without permission of the superintendent.

ARTICLE XII.

If telegraphers are required to attend switch or semaphore lamps they will be paid four dollars (\$4.00) per month for six (6) or less such lights, and fifty (50) cents per month for each additional switch or semaphore light at such station. Nothing in this article will relieve telegraphers from their responsibilities under the rules.

ARTICLE XIII.

At stations where dwelling, fuel and light are provided, the dwelling will, as far as practicable, be reserved exclusively for the use of the agent and his family, unless he elects to reside elsewhere.

The company will keep its dwellings in good repair. Occupants must keep such dwellings and their surroundings clean and must pay for repairs other than those due to ordinary wear and tear.

A telegrapher occupying a company's dwelling and who may be dismissed from the company's service, will be allowed to retain occupancy of the dwelling until he is paid all moneys due him by the company, unless payment of such moneys is restrained by legal process. When wood is supplied for fuel it will be cut in lengths not exceeding sixteen inches.

ARTICLE XIV.

Present arrangements by which telegraphers are now paid commissions by express and telegraph companies doing business on the Grand Trunk premises will be continued during the lifetime of this schedule.

ARTICLE XV.

(a) Except at offices where the hours of service are restricted by law to less than

eleven hours per day, where not more than two telegraphers are employed, eleven consecutive hours, including meal hour, shall constitute a day's work.

At offices where more than two telegraphers are employed ten consecutive hours, including meal hour, will constitute a day's work, or at the company's option eight consecutive hours without a meal hour.

(b) Telegraphers working more than eight consecutive hours per day will be allowed sixty consecutive minutes for a meal between the fourth and sixth hours of service, or in lieu thereof they will be paid one hour overtime and will be excused for lunch as soon thereafter as possible.

ARTICLE XVI.

(a) A telegrapher required to remain on duty longer than the number of hours constituting a day's work will be given an official order and be excused in the same manner and will be allowed overtime as per clause (b).

(b) Overtime will be computed pro rata on schedule wages on the basis of twenty-six days per month, but in no case less than thirty-five (35) cents per hour.

All overtime will be paid for the actual time worked computed to the nearest five minutes and an allowance of five (5) minutes will be made after the departure of passenger trains to enable telegraphers to put away baggage, close up stations, etc.

(c) If a telegrapher is called before or after his regular hours he will be allowed fifty (50) cents for each call for which one hour's service shall, if necessary, be performed, except when a telegrapher is required to attend a regular schedule train due at his station within three hours after his regular eleven hours' duty, when he will receive thirty-five (35) cents for the first hour of duty or any portion thereof.

If required on duty more than one hour he will be paid overtime thereafter, fractions of an hour to be computed as per clause (b).

(d) Except in cases of emergency, telegraphers will be allowed eight consecutive hours off duty in the twenty-four.

(e) Overtime will not be allowed unless overtime tickets consecutively numbered are mailed to the proper official within forty-eight hours from the time service is performed. If overtime is not allowed telegraphers will be notified within ten days from the time service was performed, setting forth the reasons.

ARTICLE XVII.

Telegraphers required to work on Sunday will be paid extra pro rata on schedule salary for such service based on twenty-six days per month, with a minimum compensation of thirty-five (35) cents for each call which shall cover the first hour's service.

If kept on duty more than one hour they shall thereafter be paid pro rata on scheduled salary. All fractions of an hour to be computed as per clause (b) of Article XVI.

Telegraphers required for Sunday duty other than attendance on passenger trains will, if possible, be so advised on the previous day.

ARTICLE XVIII.

Telegraphers who have been in the employ of the company four or more consecutive

years will be allowed two weeks' leave of absence each year with full pay.

If the company find it inconvenient to grant leave of absence during any year to a telegrapher who has applied for and is entitled to it under this rule, the telegrapher shall, at his option, receive either compensation at his regular salary for the period or in the next year additional leave of absence for a like period.

Applications for leave of absence filed in January of each year will be given preference in the order of seniority of applicants, and applicants will, if possible, be advised in February of dates allotted to them. January applicants will have preference over later applicants, and applicants after September 13th will not be entitled to salary compensation if the company is unable to relieve them in that year. The company will, as far as practicable, relieve applicants during the summer season when so desired.

In the event of a telegrapher being discharged or leaving the service on proper notice before obtaining the deferred leave of absence he will be paid his salary for same.

ARTICLE XIX.

A sufficient number of relief agents will be employed to meet all reasonable demands. When away from headquarters they will be allowed one dollar (\$1.00) per day expenses.

Regular relief agents' positions will be shown in the wage scale.

Extra relief agents will be paid their regular salary and one dollar (\$1.00) per day expenses. If the telegrapher used as extra relief agent has no regular position his salary will be the minimum salary of \$70.00 per month.

Expenses will be allowed only when called away from regular place of residence.

Any telegrapher relieving an agent will be considered a relief agent.

Telegraphers holding regular positions called away from their place of residence to relieve an operator temporarily will be paid one dollar (\$1.00) per day expenses in addition to his regular salary.

ARTICLE XX.

Minimum monthly wages shall be as follows:

Operators	\$ 70.00
Agents (with HFL).....	70.00
Agents (without HFL).....	75.00
Relief agent (regular).....	100.00

TELEGRAPHERS' RATES OF PAY.

"H"—House. "F"—Fuel. "L"—Light.

*House, fuel and light.

†Fuel and light.

‡Fuel.

EASTERN LINES.

MONTREAL DIVISION.

Station and Position.	Rate per Month.
Portland, day operator.....	\$ 95.00
Portland Jct., agent.....	75.00
Deering, first operator.....	77.50
Second operator.....	77.50
Third operator.....	77.50

Station and Position.	Rate per Month.
Cumberland, agent.....	\$ 75.00
Yarmouth, agent.....	95.00
Yarmouth Jct., operator.....	70.00
Operator	70.00
North Yarmouth, agent.....	75.00
Pownal, agent.....	75.00
New Gloucester, agent.....	75.00
Danville Jct., agent.....	*95.00
Lewiston Jct., agent.....	*82.50
Operator	70.00
Lewiston, agent.....	*125.00
Operator	85.00
Empire Road, agent.....	75.00
Mechanic Falls, agent.....	*95.00
Day operator.....	72.50
Night operator.....	72.50
Oxford, agent.....	*80.00
South Paris, agent.....	87.50
First operator.....	75.00
Second operator.....	75.00
Third operator.....	75.00
Norway, agent.....	87.50
West Paris, agent.....	77.50
Operator .....	.....
Bryants Pond, agent.....	77.50
Second operator.....	70.00
Third operator.....	70.00
West Milan, agent.....	75.00
Lockes Mills, agent.....	75.00
Bethel, agent.....	85.00
Operator	75.00
Operator	75.50
West Bethel, agent.....	75.00
Gilead, agent.....	75.00
Operator .....	.....
Shelburne, agent.....	75.00
Operator	70.00
Operator	70.00
Gorham, agent.....	*105.00
First operator.....	75.00
Second operator.....	70.00
Berlin, operator and ticket clerk.....	92.50
Second operator.....	77.50
Third operator.....	77.50
Copperville, agent.....	*70.00
Percy, agent.....	*77.50
Second operator.....	70.00
Third operator.....	70.00
Groveton, agent.....	90.00
Day operator.....	75.00
Night operator.....	70.00
Stratford Hollow, agent.....	75.00
North Stratford, agent.....	*100.00
Second operator.....	72.50
Third operator.....	72.50
Wenlock, operator.....	75.00
Island Pond, agent.....	125.00
First operator.....	85.00
Second operator.....	85.00
Third operator.....	85.00
Summitt, operator.....	70.00
Lake, agent.....	*70.00
Norton Mills, agent.....	82.50
Second operator.....	70.00
Third operator.....	70.00
Dixville, agent.....	75.00
Coaticooke, agent.....	100.00
Day operator.....	77.50
Night operator.....	75.00
Hillhurst, agent.....	*70.00
Compton, agent.....	*70.00
Waterville, agent.....	87.00
Day operator.....	72.50
Night operator.....	72.50

Station and Position.	Rate per Month.
Lennoxville, agent.....	*\$ 97.50
Day operator.....	75.00
Night operator.....	75.00
Sherbrooke, agent.....	*130.00
Day operator.....	82.50
Night operator.....	82.50
Bromptonville, agent.....	85.00
Day operator.....	72.50
Night operator.....	.....
Windsor Mills, agent.....	*92.50
Day operator.....	72.50
Night operator.....	70.00
Richmond, agent.....	140.00
Operator.....	95.00
Operator.....	92.50
Operator.....	92.50
Gore, agent.....	77.50
Operator.....	70.00
Lisgar, agent.....	*70.00
South Durham, agent.....	*80.00
Operator.....	72.50
Danby, agent.....	*72.50
Actonvale, agent.....	*90.00
Day operator.....	70.00
Night operator.....	70.00
Upton, agent.....	*82.50
St. Liboire, agent.....	80.00
Operator.....	70.00
Britannia Mills, agent.....	*70.00
St. Rosalie Jct., day operator.....	85.00
Night operator.....	82.50
St. Hyacinthe, agent.....	*125.00
Day operator.....	85.00
Night operator.....	77.00
St. Madeleine, agent.....	82.50
Operator.....	70.00
St. Hilaire, agent.....	*72.50
Beloeil, agent.....	*100.00
Day operator.....	75.00
Night operator.....	72.50
St. Bazile, agent.....	*70.00
St. Bruno, agent.....	*80.00
Operator.....	70.00
St. Hubert, agent.....	82.50
Danville, agent.....	*85.00
Operator.....	70.00
Kingsey, agent.....	*70.00
Warwick, agent.....	*72.50
Victoriaville, agent.....	*85.00
Day operator.....	72.50
Night operator.....	72.50
Princeville, agent.....	*70.00
Operator.....	.....
Plessisville, agent.....	*80.00
St. Julie, agent.....	*70.00
Lyster, agent.....	*85.00
Operator.....	70.00
Methot Mills, agent.....	*70.00
St. Agapit, agent.....	*70.00
Craigs Road, agent.....	*70.00
Pt. Levi, agent.....	145.00
Day operator.....	80.00
Night operator.....	80.00
Aston, agent.....	*70.00
Doucets Landing, agent.....	*77.50
Three Rivers, agent.....	95.00
Ranelagh, day operator.....	72.50
Night operator.....	72.50
Brosseau Jct., agent.....	*75.00
Operator.....	70.00
Lacadie, agent.....	*70.00
St. Johns, agent.....	*100.00
Operator.....	75.00
Operator.....	75.00

Station and Position.	Rate per Month.
Grand Ligne, agent.....	*\$ 70.00
Stottsville, agent.....	*73.00
Lacolle Jct., agent.....	90.00
Operator.....	70.00
Laprairie, agent.....	*90.00
Operator.....	70.00
St. Constant, agent.....	*80.00
St. Isidore Jct., agent.....	*87.50
St. Isidore, agent.....	*70.00
St. Martine Jct., agent.....	85.00
Howick, agent.....	*85.00
Howick Jct., operator.....	72.50
Operator.....	70.00
Ormstown, agent.....	*85.00
Huntingdon, agent.....	*110.00
Day operator.....	72.50
Night operator.....	72.50
Whites, agent.....	*70.00
St. Agnes, agent.....	80.00
Operator.....	.....
Ft. Covington, agent.....	*100.00
First operator.....	72.50
Second operator.....	72.50
Third operator.....	70.00
Bombay, agent.....	*75.00
Helena, agent.....	82.50
St. Remi, agent.....	*85.00
Hemmingford, agent.....	*75.00
Beauharnois, agent.....	85.00
Southwark, day operator.....	75.00
Night operator.....	75.00
St. Lambert, agent.....	105.00
Day operator.....	85.00
Night operator.....	85.00
Pt. St. Charles, agent.....	77.50
Operator.....	82.50
Turcot, day operator.....	77.50
Night operator.....	77.50
St. Paul, agent.....	95.00
St. Laurent, agent.....	90.00
Montreal (DL), operator.....	102.50
Operator.....	97.50
Operator.....	97.50
Operator.....	97.50
Operator.....	.....
St. Henri, agent.....	90.00
Day operator.....	77.50
Night operator.....	77.50
Four relief agents.....	100.00

BELLEVILLE DIVISION.

Station and Position.	Rate per Month.
Rockfield, agent.....	*\$ 75.00
Operator.....	70.00
Dominion, agent.....	95.00
Lachine, agent.....	*95.00
Day operator.....	75.00
Night operator.....	72.00
Dorval, agent.....	*73.00
Operator.....	70.00
Lakeside, agent.....	75.00
Pt. Claire, agent.....	*75.00
Operator.....	71.00
Beaconsfield, agent.....	75.00
St. Anne, agent.....	85.00
Day operator.....	75.00
Night operator.....	70.00
Vaudreuil, agent.....	90.00
Day operator.....	75.00
Night operator.....	72.00
Cedars, agent.....	75.00
Operator.....	70.00
St. Dominique, agent.....	*70.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
River Beaudette, agent.....	*\$ 70.00	Colborne, agent.....	\$ 87.00
Bainsville, agent.....	*72.00	Day operator.....	73.00
Lancaster, agent.....	*75.00	Night operator.....	70.00
Operator.....	71.00	Grafton, agent.....	*70.00
Summerstown, agent.....	*70.00	Cobourg, agent.....	*120.00
Cornwall, agent.....	*115.00	Day operator.....	82.00
Day operator.....	79.00	Night operator.....	76.00
Night operator.....	75.00	Port Hope, agent.....	*110.00
Mille Roches, agent.....	80.00	Day operator.....	80.00
Day operator.....	71.00	Night operator.....	77.00
Night operator.....	70.00	Newtonville, agent.....	*70.00
Wales, agent.....	*72.00	Operator.....	70.00
Aultsville, agent.....	75.00	Newcastle, agent.....	*78.00
Morrisburg, agent.....	*90.00	Bowmanville, agent.....	100.00
Day operator.....	72.00	Day operator.....	78.00
Night operator.....	71.00	Night operator.....	70.00
Iroquois, agent.....	77.00	Darlington, agent.....	*70.00
Operator.....	70.00	Oshawa Jct., agent.....	100.00
Cardinal, agent.....	90.00	Day operator.....	77.00
Day operator.....	75.00	Night operator.....	75.00
Night operator.....	72.00	Whitby Jct., agent.....	81.00
Prescott, agent.....	110.00	Operator.....	71.00
Day operator.....	77.00	Pickering, agent.....	80.00
Night operator.....	75.00	Port Union, agent.....	*73.00
Maitland, agent.....	*70.00	Operator.....	70.00
Brockville, agent.....	130.00	Scarboro Jct., agent.....	*85.00
(RA) first operator.....	90.00	Operator.....	76.00
Second operator.....	82.00	Madoc, agent.....	82.00
Third operator.....	70.00	Madoc Jct., agent.....	*71.00
(MB) first operator.....	85.00	Operator.....	70.00
Second operator.....	85.00	Stirling, agent.....	*77.00
Third operator.....	85.00	Campbellford, agent.....	110.00
Lyn, agent.....	*72.00	Hastings, agent.....	87.00
Mallorytown, agent.....	*72.00	Day operator.....	71.00
Operator.....	70.00	Night operator.....	71.00
Lansdowne, agent.....	80.00	Keene, agent.....	*71.00
Gananoque Jct., agent.....	77.00	Peterboro, agent.....	150.00
Operator.....	70.00	Day operator.....	87.00
Findlay, agent.....	75.00	Night operator.....	77.00
Operator.....	70.00	Omeme, agent.....	*71.00
Kingston, agent.....	130.00	Lindsay, agent.....	140.00
Kingston Jct., agent.....	*88.00	Operator.....	92.00
Operator.....	75.00	Bethany, agent.....	76.00
Collins Bay, agent.....	*70.00	Campbellcroft, agent.....	76.00
Operator.....	70.00	Millbrook, agent.....	83.00
Ernestown, agent.....	*70.00	Lakefield, agent.....	81.00
Operator.....	70.00	Kirkfield, agent.....	70.00
Napanee, agent.....	110.00	Victoria Road, agent.....	*71.00
Day operator.....	82.00	Coboconk, agent.....	*76.00
Night operator.....	75.00	Fenelon Falls, agent.....	85.00
Marysville, agent.....	*70.00	Burnt River, agent.....	*71.00
Shannonville, agent.....	*70.00	Kinmount, agent.....	82.00
Operator.....	70.00	Gelert, agent.....	*71.00
Belleville, agent.....	150.00	Haliburton, agent.....	85.00
(YD) first operator.....	85.00	Sunderland, agent.....	*71.00
Second operator.....	85.00	Cannington, agent.....	80.00
Third operator.....	85.00	Woodville, agent.....	76.00
(B) first operator.....	97.00	Lorneville Jct., agent.....	*72.00
Second operator.....	97.00	Day operator.....	72.00
Third operator.....	97.00	Night operator.....	71.00
Fourth operator.....	97.00	Beaverton, agent.....	*76.00
Rideau, agent.....	75.00	Brechin, agent.....	*71.00
Operator.....	70.00	Uthoff, agent.....	76.00
Trenton, agent.....	*100.00	Coldwater, agent.....	*75.00
Day operator.....	73.00	Waubashene, agent.....	*96.00
Night operator.....	71.00	Day operator.....	72.00
Sidney, agent.....	.....	Night operator.....	71.00
Operator.....	.....	Victoria Harbor, agent.....	84.00
Brighton, agent.....	87.00	Midland, agent.....	175.00
Day operator.....	73.00	Day operator.....	80.00
Night operator.....	71.00	Night operator.....	74.00
Smithfield, agent.....	.....	Tiffin No. 2, day operator.....	78.00
Operator.....	.....	Night operator.....	76.00
		Whitby, agent.....	101.00

Station and Position.	Rate per Month.
Brooklin, agent.....	\$ 76.00
Port Perry, agent.....	*75.00
Seagrave, agent.....	*71.00
Manilla Jct., agent.....	*71.00
Agincoourt, agent.....	76.00
Unionville, agent.....	76.00
Markham, agent.....	81.00
Stouffville, agent.....	*84.00
Goodwood, agent.....	76.00
Uxbridge, agent.....	80.00
Blackwater Jct., agent.....	*77.00
Mariposa, agent.....	*71.00
Mount Albert, agent.....	76.00
Sutton West, agent.....	76.00
Four relief agents.....	100.00

OTTAWA DIVISION.

Station and Position.	Rate per Month.
Lacolle, agent.....	\$ 75.00
Henrysburg, agent.....	75.00
Barrington, agent.....	75.00
Operator.....	70.00
Aubrey, agent.....	77.50
Operator.....	70.00
St. Louis, agent.....	75.00
Operator.....	70.00
Valleyfield, agent.....	*110.00
Day operator.....	70.00
Night operator.....	70.00
Coteau, day operator.....	95.00
Night operator.....	95.00
St. Polycarpe, agent.....	75.00
St. Polycarpe Jct., agent.....	*85.00
Day operator.....	75.00
Night operator.....	75.00
Ste. Justine, agent.....	75.00
Glen Robertson, agent.....	85.00
Operator.....	70.00
Dalkeith, agent.....	75.00
Vankleek Hill, agent.....	80.00
Hawkesbury, agent.....	110.00
Operator.....	70.00
Alexandria, agent.....	105.00
Day operator.....	72.50
Night operator.....	72.50
Greenfield, agent.....	75.00
Maxville, agent.....	90.00
Operator.....	70.00
Moose Creek, agent.....	77.00
Operator.....	70.00
Casselman, agent.....	90.00
Operator.....	70.00
South Indian, agent.....	83.00
Operator.....	70.00
Hammond, agent.....	75.00
Clarence Creek, agent.....	75.00
Rockland, agent.....	90.00
Vars, agent.....	75.00
Carlsbad Springs, agent.....	75.00
Operator.....	70.00
Hawthorne, day operator.....	*70.00
Night operator.....	70.00
Riverside, day operator.....	71.00
Night operator.....	71.00
Ottawa (CD), operator.....	97.50
Operator.....	97.50
Bank St. Yard, day operator.....	95.00
Night operator.....	95.00
Chaudiere Jct., operator.....	70.00
Carp, agent.....	*80.00
Kinburn, agent.....	*77.00
Galetta, agent.....	*75.00
Operator.....	70.00

Station and Position.	Rate per Month.
Arnprior, agent.....	\$102.00
Operator.....	70.00
Glasgow, agent.....	*75.00
Renfrew, agent.....	†95.00
Operator.....	70.00
Caldwell, agent.....	75.00
Douglass, agent.....	*75.00
Eganville, agent.....	*85.00
Operator.....	72.50
Golden Lake, agent.....	*82.00
Pembroke, agent.....	107.00
Killaloe, agent.....	*82.00
Wilno, agent.....	*75.00
Barrys Bay, agent.....	*85.00
Operator.....	70.00
Madawaska, agent.....	125.00
Operator.....	90.00
Operator.....	90.00
Whitney, agent.....	*85.00
Operator.....	70.00
Rock Lake, operator.....	70.00
Algonquin Park, agent.....	*90.00
Operator.....	72.50
Joe Lake, agent.....	75.00
Brule Lake, agent.....	*75.00
Rainy Lake, operator.....	70.00
Operator.....	70.00
Ravensworth, agent.....	80.00
Kearney, agent.....	*80.00
Sprucedale, agent.....	85.00
Whitehall, agent.....	75.00
Edgington, agent.....	*75.00
Operator.....	70.00
Otter Lake, agent.....	80.00
Rose Point, agent.....	*75.00
Depot Harbor, day operator.....	90.00
Night operator.....	90.00
Two relief agents.....	100.00

ONTARIO LINES.

BARRIE DIVISION.

Station and Position.	Rate per Month.
Concord, agent.....	\$ 75.00
Night operator.....	70.00
Maple, agent.....	*70.00
Operator.....	70.00
King, agent.....	*70.00
Aurora, agent.....	115.00
Night operator.....	70.00
Newmarket, agent.....	115.00
Operator.....	70.00
Holland Landing, agent.....	75.00
Bradford, agent.....	100.00
Night operator.....	70.00
Lefroy, agent.....	*75.00
Craigvale, agent.....	*70.00
Allandale (GO), day operator.....	90.00
Night operator.....	90.00
Barrie, agent.....	115.00
Day operator.....	72.50
Night operator.....	70.00
Hawkestone, agent.....	*70.00
Night operator.....	70.00
Orillia, agent.....	140.00
Day operator.....	75.00
Night operator.....	72.50
Atherly Jct., day operator.....	72.00
Night operator.....	70.00
Longford, agent.....	90.00
Washago, agent.....	*70.00

Station and Position.	Rate per Month.
Severn, agent.....	*\$ 70.00
Night operator.....	70.00
Gravenhurst, agent.....	125.00
Day operator.....	72.50
Night operator.....	72.50
Muskoka Wharf, day operator.....	72.50
Bracebridge, agent.....	*100.00
Night operator.....	72.50
Utterson, agent.....	*70.00
Night operator.....	70.00
Huntsville, agent.....	*115.00
Day operator.....	72.50
Night operator.....	72.50
Novar, agent.....	*70.00
Scotia Jct., agent.....	*100.00
Day operator.....	72.50
Night operator.....	70.00
Emsdale, agent.....	75.00
Burks Falls, agent.....	*100.00
Night operator.....	70.00
Sundridge, agent.....	75.00
South River, agent.....	90.00
Night operator.....	72.50
Trout Creek, agent.....	*75.00
Night operator.....	70.00
Powassen, agent.....	90.00
Night operator.....	70.00
Callander, agent.....	*90.00
Night operator.....	72.00
Milton, agent.....	95.00
Night operator.....	70.00
Cheitenham, agent.....	85.00
Inglewood Jct., agent.....	85.00
Night operator.....	70.00
Caledon East, agent.....	85.00
Palgrave, agent.....	85.00
Tottenham, agent.....	85.00
Beeton, agent.....	*80.00
Night operator.....	70.00
Cookstown, agent.....	85.00
Thornton, agent.....	85.00
Colwell Jct., agent.....	*70.00
Angus, agent.....	*85.00
Operator.....	70.00
Camp Borden, agent.....	150.00
Day operator.....	75.00
Night operator.....	75.00
New Lowell, agent.....	77.50
Staynor, agent.....	*70.00
Collingwood, agent.....	*125.00
Day operator.....	72.50
Night operator.....	70.00
Thornbury, agent.....	*85.00
Meaford, agent.....	110.00
Day operator.....	70.00
Minessing, agent.....	*70.00
Phelpston, agent.....	*70.00
Elmvale, agent.....	*70.00
Wyebridge, agent.....	75.00
Wyevale, agent.....	*70.00
Penetang, agent.....	90.00
Day operator.....	70.00
Alliston, agent.....	90.00
Lisle, agent.....	77.50
Everett, agent.....	75.00
Glencairn and Avening, agent.....	75.00
Duntroon, agent.....	75.00
Creemore, agent.....	77.50
Glenhuron and Nottawa, agent.....	75.00
Two relief agents.....	100.00

TORONTO TERMINALS.

Station and Position.	Rate per Month.
York, agent.....	\$105.00
Day operator.....	80.00
Night operator.....	80.00
Riverdale, agent.....	75.00
Don, agent.....	115.00
Day operator.....	83.00
Night operator.....	83.00
Union Station, day operator.....	95.00
Night operator.....	95.00
(WH) Office, day operator.....	100.00
Night operator.....	100.00
Cabin E, day operator.....	75.00
Night operator.....	72.50
Sunnyside, agent.....	90.00
Day operator.....	80.00
Night operator.....	75.00
Canpa, day operator.....	75.00
Night operator.....	75.00
Parkdale, agent.....	115.00
Day operator.....	85.00
Night operator.....	77.50
Mimico, agent.....	104.10
Church St., day operator.....	77.50
Night operator.....	77.50
Yard Office, day operator.....	82.50
Night operator.....	82.50
Davenport, agent.....	90.00
West Toronto, agent.....	140.00
Day operator.....	75.00
Night operator.....	75.00

HAMILTON DIVISION.

Station and Position.	Rate per Month.
Port Credit, agent.....	\$100.00
Day operator.....	70.00
Night operator.....	70.00
Clarksons, agent.....	75.00
Oakville, agent.....	100.00
Day operator.....	70.00
Night operator.....	70.00
Bronte, agent.....	*70.00
Night operator.....	70.00
Burlington, agent.....	75.00
Burlington Jct., agent.....	100.00
Day operator.....	77.50
Night operator.....	75.00
Waterdown, agent.....	*70.00
Day operator.....	70.00
Night operator.....	70.00
Hamilton (King St.), agent.....	75.00
Hamilton (Stuart St.), first operator.....	95.00
Second operator.....	90.00
Third operator.....	90.00
Hamilton Jct., day operator.....	72.50
Night operator.....	72.50
Junction Cut (16th Dist.), day operator.....	72.50
Night operator.....	72.50
Hagersville, agent.....	75.00
Day operator.....	73.00
Stoney Creek, agent.....	75.00
Night operator.....	70.00
Winona, agent.....	105.00
Grimsby, agent.....	75.00
Night operator.....	70.00
Beamsville, agent.....	*75.00
Vineland, agent.....	75.00
Jordan, agent.....	*70.00
Night operator.....	70.00
St Catharines, agent.....	*120.00
Day operator.....	80.00
Night operator.....	76.00
Merritton, agent.....	*90.00

Station and Position.	Rate per Month.
Welland Canal, day operator.....	\$.....
Night operator.....	.....
Port Dalhousie, agent.....	*79.29
Thorold, agent.....	125.00
Day operator.....	70.00
Night operator.....	70.00
Port Colborne, agent.....	125.00
Day operator.....	77.00
Night operator.....	75.00
One relief agent.....	100.00

STRATFORD DIVISION.

Station and Position.	Rate per Month.
Weston, agent.....	*\$ 95.00
Day operator.....	75.00
Malton, agent.....	80.00
Brampton, agent.....	105.00
Day operator.....	75.00
Night operator.....	70.00
Norval, agent.....	*75.00
Georgetown, agent.....	90.00
Day operator.....	85.00
Night operator.....	75.00
Limehouse, agent.....	*70.00
Acton West, agent.....	80.00
Day operator.....	80.00
Night operator.....	70.00
Rockwood, agent.....	80.00
Night operator.....	70.00
Guelph, agent.....	142.00
Day operator.....	85.00
Night operator.....	70.00
Guelph Jct., day operator.....	70.00
Night operator.....	70.00
Breslau, agent.....	*75.00
Kitchener, agent.....	142.00
Day operator.....	85.00
Night operator.....	70.00
Blair, agent.....	75.00
Doon, agent.....	75.00
Galt (15th Dist.), day operator.....	70.00
Waterloo, agent.....	110.00
Day operator.....	70.00
St. Jacobs, agent.....	*75.00
Elmira, agent.....	*80.00
Petersburg, agent.....	*75.00
Baden, agent.....	*80.00
Day operator.....	70.00
New Hamburg, agent.....	80.00
Day operator.....	70.00
Night operator.....	70.00
Shakespeare, agent.....	*75.00
Stratford, agent.....	142.00
First operator.....	95.00
Second operator.....	90.00
Third operator.....	90.00
St. Pauls, agent.....	*75.00
St. Mary's, agent.....	115.00
St. Mary's Jct., day operator.....	75.00
Night operator.....	70.00
Granton, agent.....	*75.00
Lucan, agent.....	80.00
Ailsa Craig, agent.....	*73.00
Night operator.....	.....
Park Hill, agent.....	*75.00
Day operator.....	70.00
Thedford, agent.....	*73.00
Day operator.....	70.00
Forest, agent.....	85.00
Night operator.....	.....
Camlachie, agent.....	80.00
Blackwell, agent.....	75.00

Station and Position.	Rate per Month.
Thorndale, agent.....	\$ 80.00
Night operator.....	.....
Branchton, agent.....	*70.00
Galt (22nd Dist.), agent.....	125.00
Day operator.....	75.00
Night operator.....	70.00
Preston, agent.....	*100.00
Hespeler, agent.....	93.00
Elora, agent.....	100.00
Fergus, agent.....	100.00
Alma, agent.....	*70.00
Goldstone, agent.....	*70.00
Drayton, agent.....	*80.00
Moorefield, agent.....	75.00
Palmerston, agent.....	*123.00
Day operator.....	90.00
Night operator.....	75.00
Harriston, agent.....	105.00
Day operator.....	70.00
Clifford, agent.....	80.00
Mildmay, agent.....	80.00
Walkerton, agent.....	105.00
Cargill, agent.....	75.00
Pinkerton, agent.....	75.00
Paisley, agent.....	80.00
Pt. Elgin, agent.....	*75.00
Southampton, agent.....	100.00
Ayton, agent.....	75.00
Mt. Forest, agent.....	85.00
Holstein, agent.....	80.00
Durham, agent.....	85.00
Neustadt, agent.....	80.00
Hanover, agent.....	85.00
Day operator.....	70.00
Elmwood, agent.....	75.00
Chesley, agent.....	85.00
Operator.....	70.00
Allenford, agent.....	80.00
Tara, agent.....	80.00
Parkhead Jct., agent.....	80.00
Owen Sound, agent.....	*110.00
Day operator.....	75.00
Night operator.....	70.00
Hepworth, agent.....	75.00
Wlarton, agent.....	100.00
Day operator.....	75.00
Milverton, agent.....	80.00
Newton, agent.....	75.00
Listowell, agent.....	105.00
Day operator.....	70.00
Gowanstown, agent.....	*70.00
Atwood, agent.....	*70.00
Ethel, agent.....	*70.00
Brussels, agent.....	85.00
Bluevale, agent.....	75.00
Wingham, agent.....	105.00
Day operator.....	70.00
Whitechurch, agent.....	75.00
Lucknow, agent.....	90.00
Ripley, agent.....	80.00
Kincardine, agent.....	100.00
Shallow Lake, agent.....	*75.00
Three relief agents.....	100.00

LONDON DIVISION.

Station and Position.	Rate per Month.
Junction Cut (17th Dist.), day opr.....	\$ 72.50
Night operator.....	72.50
Dundas, agent.....	100.00
Day operator.....	76.00
Night operator.....	71.00
Copetown, agent.....	*80.00
Night operator.....	72.00

Station and Position.	Rate per Month.
Lynden, agent.....	*\$-75.00
Lynden Jct., day operator.....	80.00
Night operator.....	80.00
Alford, day operator.....	75.00
Night operator.....	70.00
Harrisburg, agent.....	†87.00
Day operator.....	77.00
Night operator.....	72.50
St. George, agent.....	*75.00
Dumfries, day operator.....	75.00
Night operator.....	70.00
Paris, agent.....	80.00
Paris Jct., agent.....	†100.00
Day operator.....	82.00
Night operator.....	75.00
Princeton, agent.....	†75.00
Night operator.....	70.00
Eastwood, agent.....	†73.00
Woodstock, agent.....	*115.00
Day operator.....	82.00
Night operator.....	80.00
Beachville, agent.....	85.00
Ingersoll, agent.....	110.00
Day operator.....	80.00
Night operator.....	72.50
Dorchester, agent.....	*77.00
Night operator.....	70.00
London East, agent.....	85.00
Night operator.....	80.00
London (W), first operator.....	97.00
Second operator.....	92.00
Third operator.....	92.00
Fourth operator.....	87.00
Fifth operator.....	87.00
Hyde Park, agent.....	77.00
Night operator.....	70.00
Strathroy, agent.....	†100.00
Day operator.....	80.00
Night operator.....	74.00
Kerwood, agent.....	*75.00
Watford, agent.....	80.00
Day operator.....	80.00
Kingscourt Jct., agent.....	77.00
Night operator.....	70.00
Wanstead, agent.....	†75.00
Wyoming, agent.....	*75.00
Night operator.....	71.00
Petrolia, agent.....	110.00
Day operator.....	77.00
Sarnia, Tnl., day operator.....	85.00
Night operator.....	80.00
Sarnia, agent.....	*130.00
Pt. Edward, agent.....	115.00
Mandaumin, agent.....	*70.00
Komoka, agent.....	*80.00
Night operator.....	75.00
Mt. Brydges, agent.....	*75.00
Longwood, agent.....	*72.00
Appin, agent.....	77.00
Alvinston, agent.....	85.00
Buffalo (River St.), agent.....	140.00
Operator.....	88.00
Ridgeway, agent.....	85.00
Night operator.....	72.00
Dunnville, agent.....	†100.00
Day, operator.....	80.00
Night operator.....	75.00
Canfield, agent.....	†75.00
Caledonia, agent.....	105.00
Day operator.....	80.00
Night operator.....	73.00
Onondaga, agent.....	77.00
Brantford, day operator.....	90.00
Night operator.....	85.00

Station and Position.	Rate per Month.
Block B, operator.....	\$ 80.00
Drumbo, agent.....	*80.00
Night operator.....	.....
Bright, agent.....	†80.00
Tavistock, agent.....	*80.00
Day operator.....	70.00
Sebringville, agent.....	*72.00
Mitchell, agent.....	*85.00
Dublin, agent.....	80.00
Seaforth, agent.....	*95.00
Operator.....	73.50
Clinton, agent.....	*95.00
Operator.....	73.50
Goderich, agent.....	†115.00
Day operator.....	80.00
Night operator.....	75.00
Burford, agent.....	85.00
Harley, agent.....	75.00
Norwich (B. & T.), agent.....	85.00
Springford, agent.....	*72.00
Tillsonburg, agent.....	95.00
Operator.....	77.00
Hickson, agent.....	77.00
Burgessville, agent.....	77.00
Norwich (21st Dist.), agent.....	85.00
Norwich Jct., operator.....	72.00
Otterville, agent.....	77.00
Simcoe, operator.....	80.00
Pt. Dover, agent.....	77.00
Vittoria, agent.....	*72.00
St. Williams, agent.....	*72.00
Pt. Rowan, agent.....	*72.00
Ilderton, agent.....	†77.00
Denfield, agent.....	77.00
Clandeboyne, agent.....	77.00
Centralia, agent.....	83.00
Hensall, agent.....	80.00
Exeter, agent.....	100.00
Operator.....	72.00
Kippen, agent.....	*72.00
Brucefield, agent.....	77.00
Londesboro, agent.....	77.00
Blythe, agent.....	80.00
Belgrave, agent.....	77.00
Three relief agents.....	100.00

ST. THOMAS DIVISION.

Station and Position.	Rate per Month.
Windsor, agent.....	*\$130.00
Day operator.....	90.00
Night operator.....	82.00
Walkerville, agent.....	115.00
Tecumseh, agent.....	79.00
Belle River, agent.....	79.00
Night operator.....	70.00
Stoney Point, agent.....	79.00
Jeanettes Creek, agent.....	79.00
Chatham, agent.....	120.00
Day operator.....	84.00
Night operator.....	75.00
P. M. Tower, day operator.....	70.00
Night operator.....	70.00
Northwood, agent.....	79.00
Thamesville, agent.....	83.00
Night operator.....	70.00
Bothwell, agent.....	*77.00
Night operator.....	70.00
Newbury, agent.....	†79.00
Glencoe, agent.....	†95.00
Day operator.....	80.00
Night operator.....	75.00
Ekfrid, agent.....	77.00
Middlemiss, agent.....	77.50

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Lawrence, agent.....	*\$ 74.00	Capac, agent.....	\$105.00
Night operator.....	71.00	Second operator.....	85.00
Paynes, day operator.....	71.00	Third operator.....	75.00
Night operator.....	71.00	Imlay City, agent.....	105.00
St. Thomas, agent.....	130.00	First operator.....	85.00
Day operator.....	90.00	Second operator.....	80.00
Day operator.....	90.00	Third operator.....	77.50
Night operator.....	95.00	Attica, agent.....	76.00
New Sarum, agent.....	79.00	Lapeer, agent.....	105.00
Night operator.....	71.00	First operator.....	90.00
Aylmer, agent.....	\$90.00	Second operator.....	85.00
Day operator.....	75.00	Third operator.....	80.00
Night operator.....	71.00	Elba, agent.....	82.50
Corinth, agent.....	*74.00	Davison, agent.....	95.00
Night operator.....	.....	First operator.....	85.00
Tillsonburg Jct., day operator.....	71.00	Second operator.....	82.50
Tillsonburg, agent.....	80.00	Third operator.....	77.50
Night operator.....	71.00	Belsay, agent.....	82.50
Courtland, agent.....	79.00	Second operator.....	80.00
Delhi, agent.....	*85.00	Third operator.....	77.50
Day operator.....	75.00	Flint, agent.....	150.00
Night operator.....	71.00	First operator.....	95.00
Nixon, agent.....	83.00	Second operator.....	90.00
Night operator.....	72.00	Third operator.....	90.00
Simcoe, agent.....	105.00	Otterburn, agent.....	75.00
Day operator.....	75.00	Swartz Creek, agent.....	90.00
Night operator.....	72.00	Second operator.....	80.00
Renton, agent.....	79.00	Third operator.....	77.50
Jarvis, agent.....	\$85.00	Duffield, agent.....	75.00
Day operator.....	75.00	Lennon, agent.....	76.00
Night operator.....	71.00	Flushing, agent.....	95.00
Nelles Corners, agent.....	80.00	First operator.....	75.00
Night operator.....	71.00	Brent Creek, agent.....	75.00
Cayuga, agent.....	*85.00	Montrose, agent.....	75.00
Night operator.....	71.00	Burt, agent.....	75.00
Canfield Jct., agent.....	79.00	Saginaw, first operator.....	85.00
Night operator.....	71.00	Second operator.....	80.00
Darling Road, agent.....	79.00	Bay City (Old Stn.), first operator.....	80.00
Moulton, agent.....	79.00	Second operator.....	80.00
Night operator.....	71.00	Bay City, first operator.....	75.00
Marshallville, agent.....	\$74.00	Second operator.....	72.50
Night operator.....	71.00	Bancroft, agent.....	80.00
Welland Jct., agent.....	*85.00	Morrice, agent.....	75.00
Day operator.....	78.00	Second operator.....	70.00
Night operator.....	77.00	Third operator.....	70.00
Welland, agent.....	\$120.00	Perry, agent.....	90.00
Day operator.....	78.00	Day operator.....	80.00
Pt. Robinson, agent.....	84.00	Shafsbury, agent.....	76.00
Night operator.....	71.00	Haslett, agent.....	75.00
Niagara Falls, chief opr. (joint W.U.).....	87.00	Trowbridge, agent (joint P. M.).....	55.00
Operator (joint W.U.).....	62.00	Day operator (joint P. M.).....	45.00
Operator (joint W.U.).....	80.00	Lansing, agent.....	150.00
Night operator.....	92.00	First operator.....	95.00
Stevensville, agent.....	80.00	Second operator.....	90.00
Night operator.....	71.00	Third operator.....	90.00
(H) Office, day operator.....	71.00	Millett, agent.....	75.00
Night operator.....	71.00	Pottersville, agent.....	80.00
Fort Erie, day operator.....	84.00	Charlotte, agent.....	115.00
Night operator.....	84.00	First operator.....	85.00
Black Rock, first operator.....	90.00	Second operator.....	80.00
Second operator.....	90.00	Third operator.....	80.00
Third operator.....	90.00	Olivet, agent.....	85.00
Relief Agents (two).....	100.00	Bellevue, agent.....	105.00
		First operator.....	85.00
		Second operator.....	80.00
		Third operator.....	75.00
		Nichols, first operator.....	90.00
		Second operator.....	90.00
		Third operator.....	90.00
		Battle Creek, day chief operator.....	100.00
		Night chief operator.....	95.00
		First operator.....	90.00
		Second operator.....	90.00

WESTERN LINES.

CHICAGO DIVISION.

Station and Position.	Rate per Month.
Goodells, agent.....	\$76.00
Emmett, agent.....	85.00
Second operator.....	75.00
Third operator.....	75.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Climax, agent.....	\$ 85.00	Evergreen Park, agent.....	\$ 85.00
Second operator.....	75.00	Chicago Lawn, agent.....	*70.00
Third operator.....	70.00	Elsdon, first operator.....	90.00
Scotts, agent.....	85.00	Second operator.....	90.00
Kalamazoo, operator.....	80.00	Third operator.....	90.00
Pavilion, agent.....	76.00	Ashland Ave., agent.....	85.00
Vicksburg, agent (joint G. R. & I.)..	60.00	Halsted St., agent.....	85.00
First operator (joint G. R. & I.)..	45.00	Chicago (WH), opr. and D. P. A.....	105.00
Second operator (joint G. R. & I.)..	43.75	Operator and A. D. P. A.....	*95.00
Third operator (joint G. R. & I.)..	43.75	Relief agents (four).....	100.00
Schoolcraft, agent.....	85.00		
First operator.....	77.50		
Second operator.....	75.00		
Third operator.....	73.00		
Marcellus, agent.....	100.00		
First operator.....	80.00		
Second operator.....	75.00		
Third operator.....	70.00		
Wakelee, agent.....	76.00		
Penn, agent.....	76.00		
Cassopolis, agent.....	100.00		
First operator.....	80.00		
Second operator.....	80.00		
Third operator.....	75.00		
Edwardsburg, agent.....	85.00		
Granger, agent.....	95.00		
First operator.....	75.00		
Second operator.....	72.50		
Third operator.....	70.00		
Mishawaka, agent.....	115.00		
Day operator.....	85.00		
Studebaker, first operator.....	75.00		
Second operator.....	75.00		
Third operator.....	75.00		
South Bend, day operator.....	90.00		
Night operator.....	80.00		
Olivers, first operator and clerk.....	93.00		
Second operator.....	90.00		
Third operator.....	90.00		
Vandalia Jct., operator.....	70.00		
Crumstown, agent.....	75.00		
Mill Creek, agent.....	75.00		
Kingsbury, agent.....	75.00		
Stillwell, agent (joint L. E. & W.)..	80.00		
Operator (joint L. E. & W.).....	52.50		
Union Mills, agent.....	75.00		
Haskells, agent (joint Monon).....	62.50		
Operator (joint Monon).....	55.00		
Valparaiso, agent.....	110.00		
First operator.....	85.00		
Second operator.....	82.50		
Third operator.....	80.00		
Sedley, agent.....	85.00		
Second operator.....	80.00		
Third operator.....	77.50		
Ainsworth, agent.....	75.00		
Lottaville, agent.....	*75.00		
Griffith, agent.....	110.00		
First operator.....	85.00		
Second operator.....	80.00		
Third operator.....	75.00		
C. I. & S. Crossing, agent.....	90.00		
Oak Glen, agent.....	80.00		
Thornton Jct., agent.....	*90.00		
First operator (joint C. & E. I.)..	55.00		
Second operator (joint C. & E. I.)..	55.00		
Third operator (joint C. & E. I.)..	55.00		
Harvey, agent.....	135.00		
Day operator.....	85.00		
Blue Island, agent.....	140.00		
First operator.....	95.00		
Second operator.....	90.00		
Third operator.....	85.00		
Mt. Greenwood, agent.....	*70.00		

DETROIT DIVISION.

Station and Position.	Rate per Month.
Detroit, Brush St., operator.....	\$ 95.00
(MU), operator.....	85.00
Gratiot Ave., agent.....	77.50
West Detroit, first operator.....	77.50
Second operator.....	77.50
Third operator.....	75.00
16th St., first operator.....	77.50
Second operator.....	77.50
Third operator.....	75.00
Highland Park, agent.....	85.00
Ford Jct., first operator.....	80.00
Second operator.....	80.00
Third operator.....	77.50
Royal Oak, agent.....	97.50
First operator.....	80.00
Second operator.....	80.00
Third operator.....	75.00
Birmingham, agent.....	92.50
First operator.....	77.50
Second operator.....	77.50
Third operator.....	75.00
Pontiac, first operator.....	85.00
Second operator.....	85.00
Third operator.....	80.00
Drayton Plains, agent.....	82.50
Waterford, agent.....	87.50
Second operator.....	72.50
Third operator.....	70.00
Clarkston, agent.....	90.00
Davisburg, agent.....	82.50
Holly, agent.....	95.00
First operator.....	77.50
Second operator.....	77.50
Third operator.....	75.00
Fenton, agent.....	105.00
Day operator.....	80.00
Linden, agent.....	*80.00
Second operator.....	72.50
Third operator.....	70.00
Gaines, agent.....	*80.00
Durand, day chief operator.....	110.00
Night chief operator.....	100.00
First relay operator.....	95.00
Second relay operator.....	95.00
Third relay operator.....	95.00
Fourth relay operator.....	95.00
First train operator.....	92.50
Second train operator.....	92.50
Third train operator.....	92.50
Vernon, agent.....	82.50
Corunna, agent.....	90.00
Owosso, agent.....	130.00
First operator.....	80.00
Second operator.....	77.50
Third operator.....	72.50
Ovid, agent.....	87.50
Day operator.....	72.50
Shepardsville, agent.....	77.50

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
St. Johns, agent.....	\$110.00	Gillen Yd., first operator.....	\$ 75.00
First operator.....	77.50	Second operator.....	75.00
Second operator.....	77.50	Third operator.....	75.00
Third operator.....	75.00	Oxford, agent.....	95.00
Fowler, agent.....	82.50	Leonard, agent.....	75.00
Pewamo, agent.....	*75.00	Dryden, agent.....	75.00
Day operator.....	72.50	Lum, agent.....	75.00
Muir, agent.....	77.50	Kings Mills, agent.....	75.00
Ionia, agent.....	125.00	North Branch, agent.....	92.50
First operator.....	77.50	Clifford, agent.....	82.50
Second operator.....	75.00	Kingston, agent.....	82.50
Third operator.....	72.50	Wilnot, agent.....	80.00
Saranac, agent.....	90.00	Deford, agent.....	77.50
Lowell, agent.....	90.00	Cass City, agent.....	100.00
First operator.....	77.50	Day operator.....	75.00
Second operator.....	75.00	Gagetown, agent.....	82.50
Third operator.....	72.50	Owendale, agent (joint).....	50.00
Ada, agent.....	80.00	Day operator (joint).....	35.00
Grand Rapids (RA), first operator....	80.00	Pigeon, agent.....	85.00
Second operator.....	80.00	Caseville, agent.....	75.00
Third operator.....	80.00	Bad Axe, agent.....	90.00
(GR), first operator.....	90.00	Day operator.....	72.00
Second operator.....	85.00	Armada, agent.....	75.00
Berlin, agent.....	75.00	Romeo, agent.....	85.00
Coopersville, agent.....	85.00	Washington, agent.....	75.00
Day operator.....	72.50	Rochester, agent.....	85.00
Nunica, agent.....	75.00	Orchard Lake, agent.....	75.00
Spring Lake, agent.....	77.50	Walled Lake, agent.....	75.00
Ferrysburg, agent.....	85.00	Wixom, agent (joint p. m.).....	40.00
Second operator.....	75.00	Day operator (joint p. m.).....	35.00
Third operator.....	72.50	New Hudson, agent.....	75.00
Grand Haven, day operator.....	82.50	South Lyon, agent.....	80.00
Pompei, agent.....	75.00	Hamburg, agent.....	77.50
Perrinton, agent.....	75.00	Pinckney, agent.....	75.00
Middleton, agent.....	85.00	Gregory, agent.....	75.00
Carson City, agent.....	90.00	Stockbridge, agent.....	85.00
Butternut, agent.....	77.50	Munith, agent.....	75.00
Vickeryville, agent.....	75.00	Jackson, agent.....	115.00
Sheridan, agent.....	75.00	First operator.....	85.00
Greenville, agent.....	125.00	Second operator.....	72.00
Day operator.....	77.50	Four relief agents.....	100.00
Harvard, agent.....	75.00		
Cedar Springs, agent.....	80.00		
Sparta, agent.....	80.00		
Gooding, agent.....	75.00		
Slocum, agent.....	75.00		
Muskegon, agent.....	125.00		
Day operator.....	85.00		
Port Huron (HR), first operator.....	90.00		
Second operator.....	90.00		
Third operator.....	90.00		
16th Street, first operator.....	90.00		
Second operator.....	90.00		
Third operator.....	90.00		
Ft. Gratiot, day operator.....	75.00		
(TY), first operator.....	90.00		
Second operator.....	90.00		
Third operator.....	90.00		
Smith Creek, agent.....	75.00		
Richmond, agent.....	*100.00		
First operator.....	80.00		
Second operator.....	77.50		
Third operator.....	75.00		
New Haven, agent.....	*75.00		
Chesterfield, agent (joint).....	*50.00		
Day operator.....	37.50		
Mt. Clemens, agent.....	*100.00		
First operator.....	80.00		
Second operator.....	77.50		
Third operator.....	75.00		
Fraser, agent.....	*75.00		

HOWARD G. KELLEY,
Vice-President.

RULINGS AND INTERPRETATIONS.

ARTICLE I.

Telephone operators in charge of switchboards or who do not transmit train orders or messages are not to be considered telegraphers.

ARTICLE II.

Clause (a). The intention of the fifth paragraph of this clause is to permit any telegrapher who accepts appointment to any official position in the company's service, or to a train dispatcher's position to retain his seniority in the ranks of telegraphers, to be exercised at any time that he may be reduced to a telegrapher's position, but not to be exercised while holding such other position.

ARTICLE XV.

Clause (a) of this article provides for a ten-hour work day in the first paragraph and a nine-hour work day in the second paragraph. Overtime and extra pay for Sunday work should be based on the above working day.

Clause (b). The intention of this clause is to allow telegraphers a full hour for meal,

and if relieved for such purpose at any time within the two-hour period beginning with the close of the fourth hour's service and ending with the close of the sixth hour, and given sixty consecutive minutes for his meal, overtime will not be claimed.

Example: If the assigned hours of service are from 7:00 a. m. to 6:00 p. m., and a telegrapher is relieved for a meal between 11:00 a. m. and 1:00 p. m., and allowed sixty consecutive minutes, the intention has been fulfilled.

If relieved at 12:30 p. m. and required to return at 1:00 p. m., one hour overtime will be paid. But if not required to return until 1:30 p. m., he will not be entitled to overtime.

ARTICLE XVI.

Clause (b) provides that overtime will be paid for actual time worked, computed to the nearest five minutes, the rate per hour to be based on the salary named in the schedule of wages pro rated on a twenty-six day month, but where the salary is not in excess of \$91.00 per month, the rate per hour will be thirty-five (35) cents.

Where the salary is in excess of \$91.00 per month, the rate of overtime will be arrived at by dividing the salary by twenty-six and the result by the number of hours in the working day of the position, "as follows:—

Salary \$95.00, divided by 26 equals 3.653, which is the rate per day.

3.653 divided by 10 equals .365 or 36½ cents per hour for ten-hour work day.

Where the minimum rate of thirty-five (35) cents applies, the rate for a five-minute period will be three (3) cents, and where the rate exceeds thirty-five (35) cents per hour, such rate divided by twelve (12) will give the rate for each five-minute period.

ARTICLE XVII.

The hours of service for Sunday will be the same as the assigned week day hours, and begin with the hour the day or first trick man goes on duty on Sunday morning, and to end with the close of the last trick. If it be a continuously operated office, the day would close as does a week day the following morning at the end of the night trick.

For example, the hours of service for day man are 7:00 a. m. to 7:00 p. m., and the night man from 7:00 p. m. to 7:00 a. m., and the day beginning at 7:00 a. m. in the first instance ends at 7:00 a. m. in the second instance, completing a continuous trick in each case of twelve (12) consecutive hours.

When a telegrapher is called for Sunday duty within these assigned week day hours,

he will receive the rate for a call of thirty-five (35) cents, for which he must, if required, perform one hour's service.

When a telegrapher is called for duty on Sunday outside his assigned week day hours, he will receive the rate of fifty (50) cents for each call, which will, if necessary, cover one hour's service; if he be required longer than one hour, he will then be paid overtime as per clause (b) of Article XVI.

In circumstances where telegraphers are required to remain close at hand all day Sunday on account of calls being spread over the whole day, they will be paid for a whole day, and where under the same circumstances, they are obliged to remain close at hand for half a day, they will be paid half a day.

That is to say, if a telegrapher is required to come on duty two or three times in the forenoon, and is free in the afternoon, he will be paid for the half day, while if he is required three or more times during the entire day, he is to be paid one day pro rated on regular salary.

The rate for a call on Sunday is to apply only in cases where a full day is not worked, but in cases where regular Sunday work is performed, the same as a regular week day, the pay for such work will be based pro rata on schedule salary and twenty-six days per month.

It is not the intention that extra pay for Sunday be allowed to exclusive agents who may come around to their stations on Sunday, except when they are called by proper authority, or have regularly assigned Sunday hours.

ARTICLE XIX.

Regular relief agents' positions are shown in the wage scale, and are to be bulletined. It is understood that when the number of regular relief agents employed on any division is not sufficient to meet the requirements, that extra relief agents will be appointed in accordance with the rule and at times of the year when all the regular relief agents may not be needed, a temporary reduction may be made, but in most cases it is expected that work will be provided for them.

The headquarters of relief agents will be named by the officer in charge of them, and they will be advised of same. In case a relief agent holds a permanent position on the line, such place will be considered as his headquarters.

The foregoing rules, interpretations and rates of pay have been agreed to, and are to remain in effect subject to thirty (30) days' notice given by either party desiring a change.

HOWARD G. KELLEY,
Vice-President.

Grand Trunk Pacific Railway

(EFFECTIVE JANUARY 1, 1917.)

The following rules and wages will govern telegraphers on the Grand Trunk Pacific Railway:

When additional telegraphers' positions are created, compensation will be fixed in conformity with that for positions of the same class as shown by this schedule.

ARTICLE I.

All employees assigned by the proper authority to railway telegraph or railway telephone service of any character or duration, also the station agents incorporated in an accompanying schedule of wages, will be considered telegraphers within the meaning of this schedule, excepting the station agents at the following places, viz.: Winnipeg, Portage la Prairie, Rivers, Melville, Atrous, Saskatoon, Biggar, Wainwright, Edmonton, Edson, Jasper, McBride, Prince George, Endako, Smithers, Pacific, Prince Rupert, Regina, Moose Jaw and Calgary; but it is understood that any telegrapher in the employ of the company shall be entitled to apply and eligible for appointment at these stations whenever vacant if possessing the necessary qualifications.

ARTICLE II.

(a) The right of promotion of telegraphers, except train dispatchers, will extend over each superintendent's district, and will be governed by merit and ability; where these are sufficient the senior telegrapher will be given preference; superintendent to the judge; provided, that telegraphers, except train dispatchers, of not less than ten years' service will on application be transferred from one superintendent's district to another within thirty days of such application, and when so transferred will be allowed seniority on new district to the extent of three-fourths of their length of service. In such case the telegrapher making the transfer will take his place on the transfer list, and will have the right to file to bulletined positions as per clause (c) hereof. A telegrapher applying for a transfer will be given a transfer certificate, showing his length of service, and the capacity in which he has been employed, which will be his authority for claiming seniority on the district to which he is transferring.

Transfer certificates will not be valid unless filed with the superintendent of the district to which transfer is being made within thirty days from the date of issue.

(b) A telegrapher's seniority will date from the time he last entered the service as a telegrapher.

(c) All vacancies and permanent appointments, including the stations named in Article I, and excepted therefrom, will be immediately bulletined by a "23" message over the superintendent's district. When vacancies in positions are bulletined, the bulletin will state the rate of compensation. Applications for vacancies must be made within ten days from the date of bulletin.

A telegrapher declining to accept promotion in any instance does not forfeit his rights to the same or any other position; he may be entitled to under seniority when a vacancy occurs. A telegrapher on leave of absence when a vacancy occurs will not be debarred from claiming position and receiving appointment on resuming duty, if entitled to it.

A vacancy will be filled within thirty days after it occurs by the appointment of the man entitled to it. When a vacancy occurs the superintendent will fill the same by appointing the senior man who, in his opinion, is entitled to the position, but that will not prevent any telegrapher senior to the man so appointed claiming his rights under clause (a) hereof to the position, provided he files his protest within ten days after the appointment has been bulletined as above.

(d) Telegraphers in the employ will be given preference in filling vacancies or openings on extension or new lines, their applications to be endorsed by the superintendent of the district on which applicant is employed.

(e) In case of reduction in the number of telegraphers employed, the senior telegraphers on their respective superintendent's district will be retained, in preference to telegraphers junior to them, merit, and ability being sufficient.

(f) A complete list of all telegraphers on each superintendent's district showing their standing, will be kept on file in the respective train dispatching offices, open to inspection by all telegraphers concerned. This list will be subject to correction on proper representation from any telegrapher, and a copy of it up to date will be furnished the general chairman at the beginning of each year.

(g) Telegraphers will have the preference to any position incorporated in the wage schedule, and any telegrapher's position subsequently added in accordance with the preamble, and also to any new telegrapher's positions created by the absorption of other lines, or the construction of new lines, when vacancies occur in such positions.

(h) Telegraphers promoted to official positions with the company will retain their seniority according to the class from which promoted. But the right to return to a telegrapher's position shall be subject to the approval of the superintendent.

(i) The right of promotion of train dispatchers will extend over each general superintendent's district, and will be governed by merit and ability. These being sufficient, the senior train dispatcher will have the preference.

The order of promotion of train dispatchers will be from senior relieving to trick dispatcher. The seniority of a train dispatcher will date from the time he was first appointed a trick dispatcher. A train dispatcher will retain his seniority standing in the ranks of agents and operators.

Relieving train dispatchers will be appointed from their respective superintendent's district, if available, in accordance with clause (c) of this article, and will be allowed sufficient time, without pay, to learn the work of train dispatching under a regular trick dispatcher, such time not to exceed two weeks, and they will remain on such district until they have received promotion to a steady trick, which may be claimed at any office at which a vacancy occurs.

All vacancies and permanent appointments in dispatchers' positions, or new dispatchers' positions created, will be immediately advertised over the general superintendent's district. Application must be made within ten days from date of bulletin and vacancy filled within thirty days after it occurs, by the appointment of the dispatcher entitled to it. If a train dispatcher's position is abolished, he will be entitled to the position held by the junior permanently located dispatcher.

ARTICLE III.

No telegrapher shall be suspended, except for investigation, or discharged until his case has been investigated, and he has been proven guilty of the offence charged; the decision in such case to be arrived at within ten days of the date of suspension. If a telegrapher be found blameless, he will be reinstated and paid at schedule wages for the time lost, and will be reimbursed reasonable expenses if away from home in such case. If detained more than ten days at company's instance awaiting decision, he will be paid schedule wages for all time lost in excess of ten days, regardless of decision reached. A telegrapher may have the assistance of another telegrapher during the investigation, should he so desire. A written statement setting forth the evidence taken, and result of investigation if determined against the telegrapher, will be furnished by the company to the local board of adjustment, on written consent of the telegrapher or telegraphers affected.

ARTICLE IV.

Lack of facilities and conveniences will be taken into consideration in locating telegraphers, but only when this can be done without infringing on the rights of their seniors in the service.

ARTICLE V.

Telegraphers serving on boards of adjustment representing telegraphers will be relieved without unnecessary delay, not to exceed fifteen days, and will be furnished free transportation for such purposes.

ARTICLE VI.

Telegraphers will be granted free transportation and leave of absence to attend their meetings, but such free transportation will not extend over three hundred miles, and leave of absence will not exceed two days, and will only be granted when it will not interfere with the service, and when the company will not be put to any expense thereby.

ARTICLE VII.

When a telegrapher is transferred by order of the proper officer, he will suffer no

loss of wages in consequence, and will be allowed reasonable time, not to exceed six days, without pay, to arrange shipment of household goods.

ARTICLE VIII.

Telegraphers attending courts or investigations at company's instance will be allowed expenses, not to exceed \$2.00 per day when away from home, and schedule wages in addition; witness fees and mileage to be assigned to the company.

ARTICLE IX.

Telegraphers will not be required to teach telegraphy, nor will a telegrapher teach telegraphy on the company's premises without the permission of superintendent.

ARTICLE X.

Telegraphers required to work at wrecks, washouts, and slides during inclement weather will, when possible, be provided with shelter, and be paid necessary expenses when away from home.

ARTICLE XI.

A telegrapher securing employment with the company, will, as soon as practicable, have returned to him all service cards and letters of recommendation which have been taken up by the company, except any previously issued by the company.

ARTICLE XII.

A telegrapher leaving the service of the company will, on written request, be furnished with a written statement to the proper officer, stating term or terms of service, capacities in which employed, and whether discharged or leaving on his own accord. If discharged, cause of dismissal will be stated. If detained more than ten days awaiting such statement, he will be paid scheduled wages for all time in excess of ten days. Unless otherwise requested, this statement will be mailed to the telegrapher at the place of last employment.

ARTICLE XIII.

Telegraphers will be exempt from shoveling snow, sifting coal, ashes, handling government mail and cutting or piling wood.

ARTICLE XIV.

At stations where the dwelling is intended for the use of the agent, he will be allowed the exclusive use thereof, unless he elects to reside elsewhere.

The company will forego rent which has been previously charged telegraphers for use of the station building, on the distinct understanding that stations occupied by telegraphers must be kept clean without any extra expense to the company.

A telegrapher occupying the company's dwelling, who is dismissed from the service, will be allowed to remain in dwelling until he has been paid all moneys due him by the company. The company will keep its dwelling in good repair. Occupants will be required to keep dwellings and surroundings clean, and will pay for necessary repairs other than those due to ordinary wear and tear.

The company shall provide comfortable and satisfactory accommodation at all stations where a telegrapher is employed, with all reasonable dispatch, for his exclusive use.

ARTICLE XV.

Telegraphers, except dispatchers, required to work on Sunday, will be paid extra pro-rates on schedule salary for such service, based on twenty-six days per month, less than thirty minutes not to count; thirty minutes or over to count one hour; with a minimum compensation of 30 cents for each call, for each one hour's service shall, if required, be rendered.

Telegraphers shall be required to handle commercial messages on Sunday only during hours required for railway service, except on agreement.

Telegraphers required for Sunday duty, other than attendance on regular passenger trains, will be notified the previous day, when possible, and will be allowed 50 cents a call on Sunday when required to meet a regular passenger train due within their assigned hours for week-day service.

Regular trick dispatchers will be allowed two days off duty each month (preferably Sundays), or will receive in lieu thereof extra compensation pro rata based on twenty-six days per month.

ARTICLE XVI.

If telegraphers are required to attend switch or semaphore lamps they will receive \$4.00 per month for six or less such lamps, and 50 cents per month for each additional switch or semaphore lamp. Nothing in this article will relieve telegraphers from their responsibilities under the rules.

Telegraphers will keep train order signal lamps in good condition, and lighted when required, without extra compensation.

ARTICLE XVII.

Telegraphers who attend pumping engines or windmills will be paid \$10.00 per month for attending to pumping engines and windmills, and \$5.00 per month for attending to windmills only.

ARTICLE XVIII.

A telegrapher required to leave his permanent location to do relief work temporarily will, without change in salary, be allowed all necessary expenses on production of receipts.

Other telegraphers doing relief work, except regular relieving telegraphers, will be paid the same wages, without expenses, as the telegraphers they relieve, provided the wages are not less than their own.

ARTICLE XIX.

(a) Telegraphers handling commercial telegraph business will be paid 10 per cent on all business to and from offices reached by the Grand Trunk Pacific Telegraph Company's lines and 5 per cent on all business with connecting lines checked direct.

(b) The income accruing to a station from telegraph commissions will be equitably divided between telegraphers performing the service, and the agent will be entitled to one-third the total amount.

(c) Telegraphers handling Canadian express business will be paid the following commissions: Offices in Alberta and British Columbia, $6\frac{1}{2}$ per cent; on through business, $2\frac{1}{2}$ per cent; offices in Manitoba and Saskatchewan, 9 per cent; on through business, $2\frac{1}{2}$ per cent.

ARTICLE XX.

(a) At offices where two or less telegraphers are employed, eleven consecutive hours, including meal hour, shall constitute a day's work. At offices where more than two operators are employed, not more than ten consecutive hours' service, including meal hour, or at the company's option, eight consecutive hours, without meal hour, will constitute a day's work. Except in cases of emergency, telegraphers will be allowed eight hours' consecutive rest per day.

The hours of duty of all agents included in this schedule will commence between 6:00 a. m. and 8:30 a. m.

(b) Telegraphers working nine hours or more will be allowed sixty consecutive minutes for a meal, either between 7:00 a. m. and 9:00 a. m., or 12:00 and 2:30 p. m., or 5:00 p. m. and 7:00 p. m., or between midnight and 2:30 a. m., or receive in lieu thereof one hour overtime; provided that a day telegrapher working eleven hours will be allowed meal hour between 12:00 noon and 2:30 p. m. This will not apply to service rendered the express and telegraph companies.

(c) Overtime will be computed pro rates on schedule wages, based on twenty-six days per month, but in no case at less than 30 cents per hour (less than thirty minutes not to count; thirty minutes or over to count one hour) except that telegraphers regularly required to remain on duty after regular hours, if detained fifteen minutes will be allowed one hour's overtime for the first hour or any portion thereof.

(d) If a telegrapher is called before or after office hours, he will be allowed 50 cents, which will cover one hour's service. If kept on duty more than one hour, overtime thereafter will be allowed as per clause (a), except when a telegrapher residing in a company's dwelling is required to attend a scheduled train due at his station within three hours of duty, he will receive 30 cents for the first hour of duty or any portion thereof, and thereafter overtime as per clause (c).

(e) The regular hours of duty will be specified by the trainmaster to all telegraphers. If required for service outside these hours, telegraphers will be given an official order as authority, and excused in the same manner.

(f) Overtime will not be allowed unless overtime tickets are mailed to the proper officer within forty-eight hours from the time service is performed. If overtime claimed is not allowed, telegraphers will be notified within fifteen days, with reasons. Telegraphers will number overtime tickets consecutively each month.

(g) Eight consecutive hours' train dispatching, and time required to make transfer will constitute a day's work for trick dispatchers, except at Regina and Biggar,

where twelve hours will constitute a day's work until otherwise arranged.

ARTICLE XXI.

If a telegrapher considers himself over-taxed, his statement to that effect to the proper officer will be carefully considered, and, if well founded, relief will be granted.

ARTICLE XXII.

When the handling of express and telegraph business, for which a commission is allowed, is withdrawn from any telegrapher, the wages will be adjusted to conform to that of similar stations in that locality where such work is not performed by them.

ARTICLE XXIII.

When a telegrapher is assigned to a position, and is found incompetent thereof after a fair trial, he may be removed therefrom, and will take his place on the extra list, retaining his seniority rights, but this does not apply to a case where the telegrapher is dismissed, or removed for neglect or default.

ARTICLE XXIII-A.

After one year's service regular train dispatchers will be allowed three weeks' leave of absence each year with full pay. Other telegraphers who have been in the employ of the company four or more consecutive years, will be allowed two weeks' leave of absence with full pay. If the company find it inconvenient to grant leave of absence during any year to a telegrapher entitled to it under this rule, the telegrapher shall at his option, receive either compensation at his regular salary for the period, or in the next year additional leave of absence for a like period. Applications for leave of absence filed in January of each year will be given preference in the order of seniority of applicants, and applicants will be advised in February of dates allotted to them. January applicants will have preference over later applicants, and applicants over the thirtieth of September will not be entitled to salary compensation if the company is unable to relieve them in that year. The company will, as far as practicable, relieve all applicants during the summer season when so desired.

ARTICLE XXIII-B.

Applications for revision of schedule may be made direct to the general superintendent.

ARTICLE XXIV.

The minimum monthly wages shall be as follows:

Telegraphers, who are agents.....	\$ 80.00
Operators	75.00
Relieving agents.....	81.00

Relieving agents to be allowed 50 cents per day expenses when away from home. The rates of pay for train dispatchers shall be as follows:

First year.....	\$141.00
Second year.....	147.00
Third year.....	160.00
Relief	130.00

Relief dispatchers who have one year's cumulative service as such will take the

salary rating of a first year regular trick dispatcher.

Relief dispatchers will receive 50 cents per day expenses while away from headquarters.

ARTICLE XXV.

Station and Position.	Rate per Month.
Pembina Highway, agent.....	\$ 87.00
Day operator.....	75.00
Night operator.....	77.00
Cabot, agent.....	80.00
Night operator.....	75.00
Portage La Prairie, agent.....	125.00
Day operator.....	77.00
Night operator.....	77.00
Gays, operator.....	75.00
Gregg, agent.....	80.00
Night operator.....	75.00
Ingelow, agent.....	80.00
Justice, agent.....	80.00
Rivers, agent.....	120.00
Day operator.....	82.50
Night operator.....	82.50
Pope, agent.....	80.00
Night operator.....	75.00
Miniota, agent.....	80.00
Uno, agent.....	80.00
Night operator.....	75.00
Lazare, agent.....	80.00
Spy Rill, agent.....	80.00
Gerald, agent.....	80.00
Night operator.....	75.00
Atwater, agent.....	80.00
Night operator.....	75.00
Bangor, agent.....	80.00
Waldron, agent.....	80.00
Melville, agent.....	120.00
Melville (F. S. Office), operator.....	85.00
Melville (F. S. Office), operator.....	85.00
Melville (V. Office), operator.....	90.00
Birmingham, agent.....	80.00
Fenwood, agent.....	80.00
Goodeve, agent.....	80.00
Night operator.....	75.00
Ituns, agent.....	80.00
Kelliher, agent.....	80.00
Night operator.....	75.00
Lestock, agent.....	80.00
Punnichy, agent.....	80.00
Night operator.....	75.00
Quinton, agent.....	80.00
Raymore, agent.....	80.00
Semans, agent.....	82.00
Night operator.....	75.00
Tate, agent.....	60.00
Nokomis, agent.....	85.00
Night operator.....	75.00
Venn, agent.....	80.00
Watrous, agent.....	120.00
Day operator.....	82.50
Night operator.....	82.50
Young agent.....	84.00
Day operator.....	75.00
Night operator.....	75.00
Zelms, agent.....	80.00
Allan, agent.....	80.00
Bradwell, agent.....	80.00
Clavet, agent.....	80.00
So. Saskatchewan, agent.....	125.00
Day operator.....	75.00
Night operator.....	75.00
Asquith, agent.....	80.00
Junists, agent.....	80.00
Kinley, agent.....	80.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Leney, agent.....	\$ 80.00	Pacific, agent.....	\$ 92.00
Biggar, agent.....	120.00	Operator.....	82.50
Day operator.....	85.00	Terrace, agent.....	87.00
Night operator.....	85.00	Tyes, operator.....	77.00
Landis, agent.....	80.00	Prince Rupert, agent.....	155.00
Night operator.....	75.00	Day operator.....	82.50
Cavell, agent.....	80.00	Night operator.....	82.50
Reford, agent.....	80.00	Otthon, agent.....	80.00
Scott, agent.....	85.00	Yorkton, agent.....	95.00
Day operator.....	75.00	Ebenzer, agent.....	80.00
Unity, agent.....	82.00	Canora, agent.....	83.00
Day operator.....	75.00	Balcarres, agent.....	82.00
Night operator.....	75.00	Labrat, agent.....	80.00
Yonker, operator.....	75.00	Fort 'Qu'Appelle, agent.....	80.00
Chauvin, agent.....	80.00	Edenwold, agent.....	80.00
Edgerton, agent.....	80.00	Mawer, agent.....	80.00
Wainwright, agent.....	120.00	Central Butte, agent.....	80.00
Wainwright (WR Offices), operator.....	87.50	Lawson, agent.....	80.00
Wainwright (GN Offices), operator.....	82.50	Gilroy, agent.....	80.00
Wainwright (GN Offices), operator.....	82.50	Riverhurst, agent.....	80.00
Irma, agent.....	80.00	Lowvan, agent.....	80.00
Viking, agent.....	82.00	Northgate, agent.....	90.00
Bruce, agent.....	80.00	Oudworth, agent.....	80.00
Helden, agent.....	80.00	Wekaw, agent.....	80.00
Ryloy, agent.....	80.00	Springwater, agent.....	80.00
Tosfield, agent.....	84.00	Ruthilda, agent.....	80.00
Day operator.....	75.00	Smiley, agent.....	80.00
Night operator.....	75.00	Dodsland, agent.....	80.00
Ardressan, operator.....	75.00	Coleville, agent.....	80.00
Edmonton (2 Office), operator.....	.....	Levarna, agent.....	80.00
Edmonton (D Office), day operator.....	83.00	Battleford, agent.....	90.00
Night operator.....	83.00	Camrone, agent.....	90.00
Spruce Grove, agent.....	80.00	New Norway, agent.....	80.00
Stony Plain, agent.....	82.00	Farintosh, agent.....	80.00
Wabanum, agent.....	82.00	Beshaw, agent.....	80.00
Entwistle, agent.....	82.00	Mirror, agent.....	85.00
Junkins, agent.....	80.00	Trochu, agent.....	80.00
Edson, agent.....	120.00	Three Hills, agent.....	80.00
Day operator.....	82.50	Swalwell, agent.....	80.00
Night operator.....	82.50	Beilacker, agent.....	80.00
Dandurand, agent.....	82.00	Coalspur, agent.....	80.00
Posshonts, agent.....	82.00	Lovett, agent.....	80.00
Jasper, agent.....	120.00	Mountpark, agent.....	80.00
Day operator.....	82.50		
Night operator.....	82.50		
McBride, agent.....	120.00		
Day operator.....	82.50		
Night operator.....	82.50		
Giscombe, agent.....	82.00		
Prince George, agent.....	125.00		
Day operator.....	82.50		
Night operator.....	82.50		
Vanderhoof, agent.....	82.00		
Endsko, agent.....	92.00		
Operator.....	82.50		
Burns Lake, agent.....	82.00		
Walcott, operator.....	75.00		
Telkwa, agent.....	82.00		
Smithers, agent.....	108.00		
Operator.....	82.50		
New Hazelton, agent.....	82.00		
Hazelton, agent.....	82.00		
Kitwange, operator.....	75.00		

ARTICLE XXVI.

There will be no change in the foregoing rules and rates of pay except on thirty days' notice.

For The Grand Trunk Pacific Railway:

H. H. BREWER,
Gen. Supt. Prairie Division.

W. C. C. MEHAN,
Gen. Supt. Mountain Division.

For the Telegraphers:

M. R. BREWER.

Approved:

M. DONALDSON,
Vice-Pres. and Gen. Mgr.

Gulf Coast Lines

New Orleans, Texas & Mexico Railway
The Beaumont, Sour Lake & Western Ry.
The Orange & Northwestern Railroad.

(EFFECTIVE APRIL 1, 1917.)

The following will be the schedule rate of pay, rules and regulations for telegraphers on the above named lines on and after April 1, 1917:

WAGE SCALE.

Station and Position.	Rate per Month.
Reaves, agent telegrapher.....	\$ 85.00
DeQuincy, telegrapher.....	90.00
Beaumont Yard, one telegrapher clerk	80.00
One telegrapher clerk.....	75.00
One telegrapher clerk.....	67.50
Grayburg, agent telegrapher.....	75.00
One telegrapher clerk.....	70.00
Two telegrapher clerks.....	67.50
Sour Lake, agent.....	75.00
One telegrapher clerk.....	75.00
Two telegrapher clerks.....	67.50
Hull, agent telegrapher.....	75.00
Hardin, agent telegrapher.....	70.00
Huffman, agent telegrapher pumper..	70.00
One telegrapher clerk.....	70.00
Two telegrapher clerks.....	67.50
Mauriceville, one teleg. clerk cashier.	75.00
Two telegrapher clerks.....	67.50
Bessmay, agent telegrapher.....	75.00
Call, agent telegrapher.....	70.00
Newton, agent telegrapher.....	75.00
Anchorage, one telegrapher clerk....	75.00
Two telegrapher clerks.....	70.00
Erwinville, agent telegrapher pumper.	75.00
Lottie, agent telegrapher.....	85.00
Krotz Springs, agent telegrapher....	70.00
Port Barre, agent telegrapher.....	95.00
One telegrapher clerk.....	75.00
Two telegrapher clerks.....	67.50
Opelousas, agent telegrapher.....	110.00
One telegrapher clerk.....	75.00
Two telegrapher clerks.....	67.50
Lawtell, agent telegrapher.....	70.00
Eunice, one telegrapher clerk.....	77.50
One telegrapher clerk.....	72.50
One telegrapher clerk.....	67.50
Crowley, one telegrapher clerk.....	75.00
Two telegrapher clerks.....	67.50
Basile, agent telegrapher.....	75.00
Elton, agent telegrapher.....	85.00
Kinder, one telegrapher cashier.....	75.00
Two telegrapher clerks.....	70.00
Houston, telegraphers.....	90.00

ARTICLE I.

Employees Included.

Any employe, except train dispatchers, performing the duties of a telegrapher, whether termed operator, agent operator, or otherwise, or any telephone operator required to receive or transmit train orders; also station agents specified in this agreement will be considered telegraphers within the meaning of these articles.

Agencies at exclusive agency stations not listed in the wage scale will be advertised,

bids accepted and considered according to ability.

It is understood that where any position as agent telegrapher is abolished and an exclusive agency installed, this contract will not apply to the exclusive agency.

ARTICLE II.

Hours of Service.

Eleven (11) consecutive hours' service, commencing between 6:00 and 8:00 a. m. or p. m., including one hour for meals, between 11:30 and 2:00 day or night, will constitute a day's work where one telegrapher is employed; if the meal hour is missed or curtailed, one hour overtime will be paid.

ARTICLE III.

Overtime.

Telegraphers held on duty in the performance of any service required by the company longer than the number of hours constituting a day's work, will be allowed overtime therefor. Overtime shall be computed pro rata on stated salary, but in no case less than thirty (30c) cents per hour. Telegraphers called to service or directed to return to office for any reason outside of work hours, shall receive fifty (50c) cents per hour for the call and first hour's service, and regular overtime thereafter; except when required for such service within one hour after regular hours, they shall receive pro rata overtime, and in no case less than thirty (30c) cents for the first hour's service and regular overtime thereafter. Overtime tickets will be rendered for the usual time worked as above within forty-eight (48) hours from time service is performed. If for any reason such overtime is not allowed, telegraphers will be so advised within five (5) days, stating reasons.

ARTICLE IV.

Court Attendance.

When ordered to attend court, telegraphers will be allowed for time lost, and if away from home station will be allowed necessary expenses, the company being entitled to their mileage and witness fees.

Temporary Offices.

Regular telegraphers taken from their assigned position to be used at wrecks, washouts, or other similar emergency offices, will receive salary of regular position, but in no case less than three (\$3.00) dollars per day, without allowance for expenses. Extra telegraphers when used in similar service, will receive not less than three (\$3.00) dollars per day, without expenses. Number of hours constituting a day's work in such service will be the number of hours regularly assigned to the office from which the telegrapher was taken. Length of day's

work for extra telegrapher will be eleven (11) consecutive hours.

Deadheading.

Time going to and from temporary office will be included in service for day in which deadheading is performed, but in no case will telegraphers receive less than one (1) day's pay within each twenty-four (24) hours while so engaged.

ARTICLE V.

Seniority List.

Seniority list of telegraphers will be furnished the employees' committee semi-annually, during January and July of each year. The right of promotion of telegraphers will exist over the division and to relay offices.

Promotion.

To obtain promotion, intelligent and courteous discharge of duty, and capacity for greater responsibility will govern. When, in the opinion of the superintendent (or superintendent of telegraph for men reporting to him), these are sufficient, telegrapher longest in continuous service will have preference in filling vacancies and newly-created positions.

Order of Appeal.

Any telegrapher who considers he has been discriminated against will have the right to appeal either in person or through the telegraphers' committee to the proper officer, and when not satisfied with the decision will have the same right of appeal to the superintendent or general manager.

Filling of Vacancies.

When vacancies occur, or new positions are created of sixty or more days' duration, compensation for such new positions will be fixed in conformity with other position of similar class in the same district. This also to apply to telegraph stations that have been closed and are reopened as telegraph stations. Telegraphers on the division where they occur, will be notified by bulletin to be posted in offices within seven days. In the notice of newly created positions will be stated the salary to be paid for such position. Telegraphers making application for vacancy or newly created positions to which their seniority entitles them, will, if not assigned to such positions, be given the reason in writing if requested.

Transferred and Found Incompetent.

When telegraphers are transferred, and after a fair trial are found incompetent, they will be placed on the extra list, retaining their seniority rights.

Exercise of Seniority.

Telegraphers affected by reduction of force or abolishing of positions, will be permitted to enter any position of their choice filled by a telegrapher junior to them. Telegraphers will not be permitted to displace any man who has been three years or more in the service of the company.

Telegraphers assigned to position in relay offices may return to the division and be placed on the extra list, retaining their seniority rights, if after a fair trial they are

found incompetent. In case of reduction in force of these offices, telegraphers may displace any telegrapher junior to them, except as above provided, for which he is competent on the division, such choice to be designated within thirty (30) days from the time he is relieved.

Telegraphers transferred under orders or to accept promotion to which entitled on bulletin will be allowed free transportation for themselves, families and household goods.

All notices of vacancies and newly created positions will be numbered consecutively, and will state the assigned working hours of the position.

ARTICLE VI.

Discipline.

Telegraphers will not be suspended, given demerit marks, or dismissed from the company's service without just cause. In case of suspension or dismissal, if any telegrapher thinks his sentence unjust, he will have the right, within ten days, to refer his case by written statement to superintendent or superintendent of telegraph. Within ten days of the receipt of the notice, his case shall have a thorough investigation by the proper officer of the company, at which time he may be present, if he so desires, and also be represented by any telegrapher employed by this company, of his choice. In case he is not satisfied with result of such investigation, he shall have the right to appeal to the general officers. In case suspension or dismissal is found to be unjust, he will be reinstated and paid for full time lost.

ARTICLE VII.

Service Letters.

Employees, as per Article I, securing employment with this company, will, within thirty days of approval of application, have returned to them all service cards, letters of recommendation and other papers which have been furnished by them for investigation.

Employees, as per Article I, leaving the service of the company, will receive a service letter, stating term of service, capacity in which employed, and whether leaving the service voluntarily or otherwise.

ARTICLE VIII.

Leave of Absence.

Employees, as per Article I, serving on employees' committees, will be granted unlimited leave of absence and furnished free transportation on request. Annual passes will be furnished general chairman, general secretary and local chairman of the telegraphers' committee.

No Discrimination—Seniority.

There shall be no discrimination against any employee serving on such committee. A telegrapher assigned to service as exclusive agent will retain his seniority as long as he remains in continuous service on the same division.

ARTICLE IX.

No Loss of Time.

Regularly assigned telegraphers doing relief work shall not suffer any loss of time.

ARTICLE X.

Adjustment of Salaries.

For positions under this schedule, where a part of the employe's compensation is paid in express commissions in the event the commission is taken away, the salary will be adjusted to correspond with the importance of the position and other conditions, including wages paid by the railroad for similar positions in the same territory.

ARTICLE XI.

Leave of Absence.

Telegraphers will be granted leave of absence from time to time, on request, and furnished with transportation over this company's lines, as far as the law permits.

Leave of absence will not be granted for more than ninety (90) days. Telegraphers absenting themselves for a longer period will lose all rights, except in cases of sickness or injury, or when accepting official positions.

THE ST. LOUIS, BROWNSVILLE & MEXICO RY.

The following will be the schedule rate of pay, rules and regulations for telegraphers on the above named line on and after April 1, 1917:

WAGE SCALE.

Station and Position.	Rate per Month.
Liverpool, agent telegrapher.....	\$ 70.00
Danbury, agent telegrapher.....	62.50
Pumper	7.50
Angleton, agent telegrapher.....	80.00
Brazoria, agent telegrapher.....	70.00
Bay City, three telegraphers.....	70.00
Collegeport, agent telegrapher.....	70.00
Blessing, agent telegrapher.....	85.00
Francitas, agent telegrapher.....	62.50
Pumper	10.00
Vanderbilt, three telegraphers.....	75.00
Placedo, agent telegrapher.....	85.00
Bloomington, agent telegrapher.....	75.00
Two telegraphers.....	70.00
Telegrapher	67.50
Marianna, agent telegrapher.....	65.00
Refugio, agent telegrapher.....	75.00
Woodsboro, agent telegrapher.....	65.00
Sinton, agent.....	95.00
Two telegraphers.....	70.00
Telegrapher	67.50
Odem, agent telegrapher.....	75.00
Calallen, agent telegrapher.....	65.00
Bishop, agent telegrapher.....	60.00
Riviera, agent telegrapher.....	62.50
Sarita, agent telegrapher.....	65.00
Telegrapher	70.00
Two telegraphers.....	67.50
Raymondville, agent telegrapher.....	62.50
Lyford, agent telegrapher.....	62.50
Harlingen, agent.....	70.00
Telegrapher ticket clerk.....	75.00
Two telegraphers.....	72.50
San Benito, two telegraphers.....	70.00
Telegrapher.....	67.50
Brownsville, two telegrapher.....	70.00
Telegrapher	67.50
La Feria, agent telegrapher.....	65.00
Mercedes, agent telegrapher.....	75.00
Two telegraphers.....	70.00
Telegrapher	67.50

Station and Position.	Rate per Month.
Donna, agent telegrapher.....	\$ 60.00
San Juan, agent telegrapher.....	65.00
Edinburg, agent telegrapher.....	62.50
Pharr, agent telegrapher.....	60.00
McAllen, agent telegrapher.....	65.00
Telegrapher	70.00
Two telegraphers.....	67.50
Mission, agent telegrapher.....	60.00
Telegrapher	70.00
Two telegraphers.....	67.50
Sam Fordyce, agent.....	75.00
Telegrapher	70.00
Two telegraphers.....	67.50
Victoria, telegrapher.....	70.00
Two telegraphers.....	67.50
Seadrift, agent telegrapher.....	62.50
Port O'Connor, agent telegrapher.....	60.00
Tivoli, agent telegrapher.....	65.00
Austwell, agent telegrapher.....	75.00
Houston, telegraphers.....	90.00
Kingsville, telegraphers.....	90.00

ARTICLE I.

Employes Included.

Any employe, except train dispatchers performing the duties of a telegrapher, whether termed operator, agent operator or otherwise, or any telephone operator required to receive or transmit train orders; also station agents specified in this agreement will be considered telegraphers within the meaning of these articles.

Agencies at exclusive agency stations not listed in the wage scale will be advertised, bids accepted and considered according to ability.

ARTICLE II.

Hours of Service.

Eleven (11) consecutive hours' service, commencing between 6:00 and 8:00 a. m. or p. m., including one hour for meals between 11:30 and 2:00 day or night, will constitute a day's work where one telegrapher is employed; if the meal hour is missed or curtailed, one hour overtime will be paid.

ARTICLE III.

Overtime.

Telegraphers held on duty in the performance of any service required by the company longer than the number of hours constituting a day's work, will be allowed overtime therefor. Overtime shall be computed pro rata on stated salary, but in no case less than thirty (30c) cents per hour. Telegraphers called to service or directed to return to office for any reason outside of work hours, shall receive fifty (50c) cents per hour for the call and first hour's service, and regular overtime thereafter; except when required for such service within one hour after regular hours, they shall receive pro rata overtime, and in no case less than thirty (30c) cents for the first hour's service and regular overtime thereafter. Overtime tickets will be rendered for the usual time worked as above within forty-eight (48) hours from time service is performed. If for any reason such overtime is not allowed, telegraphers will be so advised within five (5) days, stating reasons.

ARTICLE IV.**Court Attendance.**

When ordered to attend court, telegraphers will be allowed for time lost, and if away from home station, will be allowed necessary expenses, the company being entitled to their mileage and witness fees.

Temporary Offices.

Regular telegraphers taken from their assigned position to be used at wrecks, washouts, or other similar emergency offices, will receive salary of regular position, but in no case less than three (\$3.00) dollars per day, without allowance for expenses. Extra telegraphers when used in similar service, will receive not less than three (\$3.00) dollars per day, without expenses. Number of hours constituting a day's work in such service will be the number of hours regularly assigned to the office from which the telegrapher was taken. Length of day's work for extra telegrapher will be eleven (11) consecutive hours.

Deadheading.

Time going to and from temporary office will be included in service for day in which deadheading is performed, but in no case will telegraphers receive less than one (1) day's pay within each twenty-four (24) hours while so engaged.

ARTICLE V.**Seniority List.**

Seniority list of telegraphers will be furnished the employees' committee semi-annually, during January and July of each year. The right of promotion of telegraphers will exist over the division and to relay offices.

Promotion.

To obtain promotion, intelligent and courteous discharge of duty, and capacity for greater responsibility will govern. When, in the opinion of the superintendent (or superintendent of telegraph for men reporting to him), these are sufficient, telegrapher longest in continuous service will have preference in filling vacancies and newly created positions.

Order of Appeal.

Any telegrapher who considers he has been discriminated against will have the right to appeal either in person or through the telegraphers' committee to the proper officer, and when not satisfied with the decision will have the same right of appeal to the superintendent or general manager.

Filling of Vacancies.

When vacancies occur, or new positions are created of sixty or more days' duration, compensation for such new positions will be fixed in conformity with other position of similar class in the same district. This also to apply to telegraph stations that have been closed and are reopened as telegraph stations. Telegraphers on the division where they occur, will be notified by bulletin to be posted in offices within seven days. In the notice of newly created positions will be stated the salary to be paid for such

position. Telegraphers making application for vacancy or newly created positions to which their seniority entitles them, will, if not assigned to such positions, be given the reason in writing if requested.

Transferred and Found Incompetent.

When telegraphers are transferred, and after a fair trial are found incompetent, they will be placed on the extra list, retaining their seniority rights.

Exercise of Seniority.

Telegraphers affected by reduction in force or abolishing of positions, will be permitted to enter any position of their choice filled by a telegrapher junior to them. Telegraphers will not be permitted to displace any man who has been three years or more in the service of the company.

Telegraphers assigned to position in relay offices may return to the division and be placed on the extra list, retaining their seniority rights, if after a trial they are found incompetent. In case of reduction in force of these offices telegraphers may displace any telegrapher junior to them, except as above provided, for which he is competent on the division, such choice to be designated within thirty (30) days from the time he is relieved.

Telegraphers transferred under orders or to accept promotion to which entitled on bulletin will be allowed free transportation for themselves, families and household goods.

All notices of vacancies and newly created positions will be numbered consecutively, and will state the assigned working hours of the position.

ARTICLE VI.**Discipline.**

Telegraphers will not be suspended, given demerit marks, or dismissed from the company's service without just cause. In case of suspension or dismissal, if any telegrapher thinks his sentence unjust, he will have the right, within ten days, to refer his case by written statement to superintendent or superintendent of telegraph. Within ten days of the receipt of the notice, his case shall have a thorough investigation by the proper officer of the company, at which time he may be present, if he so desires, and also be represented by any telegrapher employed by this company, of his choice. In case he is not satisfied with result of such investigation, he shall have the right to appeal to the general officers. In case suspension or dismissal is found to be unjust, he will be reinstated and paid for full time lost.

ARTICLE VII.**Service Letters.**

Employees, as per Article I, securing employment with this company, will, within thirty days of approval of application, have returned to them all service cards, letters of recommendation, and other papers which have been furnished by them for investigation.

Employees, as per Article I, leaving the service of the company, will receive a serv-

ice letter, stating term of service, capacity in which employed, and whether leaving the service voluntarily or otherwise.

ARTICLE VIII.

Leave of Absence, Annual Passes.

Employees, as per Article I, serving on employees' committees, will be granted unlimited leave of absence and furnished free transportation on request. Annual passes will be furnished general chairman, general secretary and local chairman of the telegraphers' committee.

No Discrimination—Seniority.

There shall be no discrimination against any employee serving on such committee. A telegrapher assigned to service as exclusive agent will retain his seniority as long as he remains in continuous service on the same division.

ARTICLE IX.

No Loss of Time.

Regularly assigned telegraphers doing relief work shall not suffer any loss of time.

ARTICLE X.

Adjustment of Salaries.

For positions under this schedule, where a part of the employee's compensation is paid in express commissions in the event the commission is taken away, the salary will be adjusted to correspond with the importance of the position and other conditions, including wages paid by the railroad for similar positions in the same territory.

ARTICLE XI.

Leave of Absence.

Telegraphers will be granted leave of absence from time to time, on request and furnished with transportation over this company's lines, as far as the law permits.

Leave of absence will not be granted for more than ninety (90) days. Telegraphers absenting themselves for a longer period will lose all rights, except in cases of sickness or injury, or when accepting official positions.

ARTICLE XII.

Overwork.

When a telegrapher considers himself overworked and complains to the proper official, it will be carefully considered, and if well founded, relief will be granted.

ARTICLE XIII.

Trading Positions.

Telegraphers will not be permitted to trade positions.

ARTICLE XIV.

Cleaning Stations.

Telegraphers will not be required to clean main or local batteries at stations where more than twelve (12) cells are used; they will not be required to wash windows, scrub offices, waiting rooms or outbuildings, but will be required to see that they are kept clean.

ARTICLE XV.

Sunday Work.

Telegraphers will not be required to work to exceed six consecutive hours on Sundays. If required to remain on duty in excess of six consecutive hours they will be paid over-time pro rata, but in no case less than thirty (30c) cents per hour.

ARTICLE XVI.

Minimum Salary.

Minimum salary of telegraphers will be sixty-seven dollars and fifty cents (\$67.50) per calendar month. This does not apply to agent-telegraphers or exclusive agencies.

ARTICLE XVII.

This agreement will be in effect from April 1, 1917, and continues for a period of one year, and thereafter until thirty days' notice has been given by either party to the other, requesting a change in same.

For the Company:

J. C. NOLAN,

Superintendent.

For the Telegraphers:

S. J. KORF,

L. F. SEWELL.

Hocking Valley Railway Company

(EFFECTIVE NOVEMBER 1, 1917.)

RULES AND REGULATIONS.

ARTICLE I.

These rules and regulations apply to agent-telegraphers, telegraphers, agent-telephoners, telephoners, and to such other employees as may be specified in the schedule of wages. The word employee as used in this agreement refers only to the employees covered by this schedule.

ARTICLE II.

When new positions are created or conditions materially changed at an office, the

wages will be fixed in conformity with positions of a like class on that division.

ARTICLE III.

Section 1. When vacancies occur or new positions are created, they will be advertised within ten days and accepted or declined within ten days. The position must be filled within thirty days.

Sec. 2. In filling temporary vacancies known to be of fifteen days or more duration, the oldest competent extra employee in the service will be given preference.

Sec. 3. When a regular assigned employee is sent from his office to another office by

the chief train dispatcher to work extra, he will be paid \$1.25 per calendar day for expenses until he returns to his regular position, in addition to his regular pay. In case the office he goes to pays a higher rate than his regular office he will be paid the higher rate.

Sec. 4. Employees assigned to advertised positions, or ordered to transfer by the company, will be furnished transportation for himself, wholly dependent members of his family, also household goods, if it can be done legally, and will be allowed pay while in transit and making transfer at the rate of the position to which he is going. If the transfer is not made in accordance with Section 1 of this article, the employee shall be entitled to \$1.25 per day while being held away from the position to which he has been assigned.

Sec. 5. When employees are laid off account of reduction of force, the oldest employees will be kept in the service.

Sec. 6. When positions are abolished or offices closed, the operators affected will be eligible to any position to which their seniority and merit give them right, and will be required to select same within thirty days. Offices or positions that have been closed sixty days and reopened will be considered new positions.

ARTICLE IV.

Section 1. Employees will be regarded as in line of promotion, advancement depending upon faithful discharge of their duty and capacity for increased responsibility. Where ability is equal, seniority will have preference.

Sec. 2. An employee accepting and being assigned to an advertised position will not be eligible to the position vacated by him until same shall have been declined by all employees, or is advertised a second time.

Sec. 3. Employees will not be permitted to trade their standing, but will be allowed to exchange positions temporarily upon satisfactory reasons being offered therefor, and such exchanges being approved by the chief train dispatcher and local chairman.

Sec. 4. An employee is displaced when he is actually relieved by the employee displacing him, and the employee thus displaced has thirty days from the day he is actually relieved in which to select some other position. If a position to which an employee is assigned is closed out before he works the position, the assignment shall be considered null and void. An employee has made his selection when he has notified the proper official of his choice.

ARTICLE V.

Section 1. When new positions are created or vacancies occur in "HM" office they will be advertised to employees, and the oldest qualified employee in the service will succeed to the position. The employees in "HM" office will stand first for promotion for train dispatcher.

Sec. 2. Employees working temporarily as train dispatchers, or in the dispatchers' office for a longer period than sixty days, will not forfeit their regular position.

ARTICLE VI.

Section 1. Employees will not be reprimanded, suspended or dismissed from the service without just cause. If they consider their punishment unjust, they will have the right to appeal from the decision of the chief train dispatcher, through the superintendent to the general manager. All grievances to be acted upon promptly. If dismissal is made the punishment, it shall date from the day taken off for investigation. In case the employee dismissed is found to be innocent, he will be paid for the time lost.

Sec. 2. Employees who are required to appear before the chief train dispatcher, or superintendent, for investigation, may, if they desire, select an employee on that division or the chairman of the telegraphers' committee to be present at the investigation.

Sec. 3. Employees called upon for investigation away from their station by proper official will be paid one cent per mile going and returning, and be compensated at the overtime rate for all time lost. Employees attending such investigations in which they are personally involved will not be so compensated if found to be at fault.

Sec. 4. Employees leaving the service from any cause will, upon request, be given a service letter stating the time and character of the service, specifying the reasons for leaving.

ARTICLE VII.

Employees required to work more than eight hours will be granted not less than one hour for meals between the hours of 11:30 a. m. and 1:30 p. m., and 11:30 p. m. and 1:30 a. m. When employees are not excused by 12:30 for meals they will be allowed one hour overtime.

ARTICLE VIII.

Section 1. All employees who have been in the service three years or longer will be allowed fifteen days' vacation annually on full pay. When vacations are not taken pay will be allowed in lieu thereof, based on a thirty-day month. Employees completing their three years in service between January 1st and June 30th of any year will be given his leave of absence for that year. If he completes his three years in service between July 1st and December 31st he will not be allowed leave of absence until after January 1st following.

Sec. 2. If an employee is called upon for special service outside of his regular hours he will be allowed 75 cents for the call, and will be paid straight overtime after the first hour.

Sec. 3. At offices at which one employee is employed nine hours will constitute a day's work. At offices at which two or more employees are employed eight hours will constitute a day's work. The hours of service named in this agreement will be consecutive.

Sec. 4. Employees kept on duty by proper authority thirty minutes or more over the hours prescribed will be paid overtime at the rate of 40 cents per hour until relieved, except where pro rate is higher, in which event the higher rate will apply. In computing overtime less than thirty minutes will

not be counted. Thirty minutes or less than sixty minutes will be counted one hour. Overtime will not be allowed unless reported to the chief train dispatcher within forty-eight hours after the service has been performed. Employees will be notified promptly when their overtime is not allowed.

Sec. 5. Employees called upon for temporary work in case of accident away from headquarters will receive 40 cents per hour from time called until relieved at headquarters.

Sec. 6. Employees required to attend court, or to be absent from home on company business, will be allowed \$5.50 per day and will be furnished free transportation. All fees to be turned over to the company.

Sec. 7. At offices at which three employees are employed (relieving one another) the standard working hours will be as follows: First trick employe from 7:00 a. m. to 3:00 p. m.; second trick employe from 3:00 p. m. to 11:00 p. m.; third trick employe from 11:00 p. m. to 7:00 a. m. No change will be made in these working hours unless agreeable to all concerned.

ARTICLE IX.

Section 1. Employees in charge of an office will not be responsible for the actions of a student placed in such office by the company, who, however, shall not be retained in such office in case objections which appear reasonable are made by the employe. In no case will more than one student be allowed in an office.

Sec. 2. A service record of all employees will be kept in the chief train dispatcher's office. Employees, or their representatives, desiring at any time to examine records will be permitted to do so.

Sec. 3. Seniority lists of employees will be prepared by the chief train dispatcher during the month of July of each year and a copy furnished the chairmen of the telegraphers' committee.

ARTICLE X.

Section 1. Employees covered by this agreement will not be required to clean snow from switches or platforms, or to keep up local batteries in excess of eight cells, except in bona fide cases of emergency.

Sec. 2. Employees who are required to handle switch lamps will be paid \$1.00 per lamp per month for such service.

Sec. 3. Labor will be furnished to scrub floors and clean windows of the depots under the direction of the agent.

Sec. 4. Employees required to handle pumps will be paid \$10 per month extra compensation for such service.

ARTICLE XI.

Section 1. It is understood that a leave of absence will be granted only when it can be done without detriment to the service.

Sec. 2. A leave of absence will not be granted for a longer period than sixty days to employees who have not been in the service three years, except as hereinafter provided. A leave of absence will be granted in case of sickness or injury for a period to cover such sickness or injury. A leave of absence will be granted members of committees representing employees covered by

this agreement to cover period of committee work. A leave of absence will be granted employees who have been in the service three years or more to attend college, said leave to cover college term. A leave of absence may be granted for a period of one year to employees who have been in the service ten years or more, but no second leave will be granted for a longer period than sixty days. Employees who take a leave of absence for a longer period than sixty days, except on account of sickness, injury, or to serve as a committeeman, will forfeit all rights to the position vacated at the time leave was granted. If an employee accepts an advertised position during his leave of absence he must fill the position within thirty days. Employees returning to duty who have forfeited their rights to their regular position under this clause will go on the extra list until they accept a position on advertisement.

ARTICLE XII.

Section 1. Annual system passes will be furnished employees who have been in the service three years or more and who have a clear record during previous year.

Sec. 2. If an employee assigned to a position becomes incapacitated or unable to fill the position, he will be assigned to the extra list and will be entitled to any advertised position to which his seniority and merit gives him right.

Sec. 3. No change will be made in these rules, regulations, and schedule of wages without thirty days' written notice.

For the Hocking Valley Railway Company:

By W. W. HOUSTON,
Superintendent.

For the Telegraphers:

By L. E. HICKS,
General Chairman.

WAGE SCALE.

*Indicates stations at which express companies pay commission to agents in addition to rate of pay as shown above.

TOLEDÓ AND HOCKING DIVISIONS.

Station and Position.	Rate per Month.
Walbridge Yard, opr. and clerk, 1st trk.	\$87.00
Operator and clerk, second trick...	87.00
Operator and clerk, third trick...	85.00
Cummins, operator and clerk, 1st trk.	80.00
Operator and clerk, second trick...	80.00
Operator and clerk, third trick...	80.00
*LeMoyné, agent and opr., first trick...	87.00
Operator and clerk, second trick...	80.00
Operator and clerk, third trick...	80.00
*Pemberville, agent and opr., 1st trick	87.00
Operator and clerk, second trick...	80.00
Operator and clerk, third trick...	80.00
*Bradner, agent and opr., first trick...	87.00
Operator and clerk, second trick...	80.00
Operator and clerk, third trick...	80.00
*Rising Sun, agent and operator.....	87.00
*Longley, agent and operator.....	80.00
Postoria Yard, opr and clerk, 1st trick	82.00
Operator and clerk, second trick...	82.00
Operator and clerk, third trick...	82.00
Postoria, ticket clerk.....	82.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
B. & O. Crossing, agent and opr., 1st.	\$ 88.00	*Sugar Grove, agent and operator, 1st.	\$ 85.00
Operator and clerk, second trick..	82.00	Operator and clerk, second trick..	80.00
Operator and clerk, third trick....	82.00	*Rockbridge, agent and operator.....	82.00
*Alveda, agent and operator, 1st trick	87.00	*Enterprise, agent and operator.....	82.00
Operator and clerk, second trick....	80.00	Logan, operator and clerk, first trick.	82.00
Operator and clerk, third trick....	80.00	Operator and clerk, second trick..	82.00
Carey, operator and clerk, first trick..	87.00	Oldtown, operator, first trick.....	83.00
Operator and clerk, second trick....	82.00	Operator, second trick.....	83.00
Operator and clerk, third trick....	80.00	Operator, third trick.....	83.00
*Lovell, agent and operator.....	80.00	*Haydenville, agent and operator.....	87.00
Upper Sandusky, operator, first trick.	93.00	East Clayton, operator, first trick....	83.00
Operator, second trick.....	93.00	Operator, second trick.....	83.00
Operator, third trick.....	93.00	Operator, third trick.....	83.00
*Harpster, agent and operator.....	87.00	Nelsonville (S), operator, first trick...	83.00
*Morrall, agent and operator, first trick	87.00	Operator, second trick.....	83.00
Operator and clerk, second trick..	80.00	Operator, third trick.....	83.00
Operator and clerk, third trick....	80.00	Nelsonville Yard, operator and clerk..	83.00
Marion (Center St.), opr., first trick..	88.00	*Beaumont, agent and opr., first trick	85.00
Operator, second trick.....	88.00	Operator and clerk, second trick..	83.00
Operator, third trick.....	85.00	Operator and clerk, third trick....	83.00
*Owens, agent and operator, 1st trick.	90.00	*Hocking, agent and opr., first trick..	85.00
Operator and clerk, second trick..	80.00	Operator and clerk, second trick....	80.00
Operator and clerk, third trick....	80.00	Armitage, opr and clerk, first trick...	85.00
*Prospect, operator and clerk, 1st trick	80.00	Operator and clerk, second trick..	83.00
Operator and clerk, second trick....	80.00	Operator and clerk, third trick....	83.00
Operator and clerk, third trick....	80.00	West Athens, operator and clerk.....	85.00
*Meredith, agent and opr., first trick..	87.00	*Union Furnace, agent and operator..	85.00
Operator and clerk, second trick....	80.00	*Starr, agent and operator.....	80.00
Operator and clerk, third trick....	80.00	*Creola, agent and operator.....	80.00
Delaware Tower, operator, first trick.	82.00	*McArthur, agent and operator.....	85.00
Operator and clerk, second trick....	82.00	*Radcliff, agent and operator.....	80.00
Operator and clerk, third trick....	82.00	*Minerton, agent and operator.....	80.00
*Hyatts, agent and operator, 1st trick	87.00	*Vinton, agent and operator.....	82.00
Operator and clerk, second trick..	80.00	*Bidwell, agent and operator.....	80.00
Operator and clerk, third trick....	80.00	Gallipolis, operator and clerk, 1st trick	80.00
*Powell, agent and operator, first trick	87.00	Operator and clerk, second trick....	80.00
Operator and clerk, second trick....	80.00	*Kanauga, agent and opr., first trick.	85.00
Operator and clerk, third trick....	80.00	Operator and clerk, second trick....	80.00
*Linworth, agent and opr., first trick	87.00	Operator and clerk, third trick....	80.00
Operator and clerk, second trick..	80.00	*Cheshire, agent and opr., first trick..	87.00
Operator and clerk, third trick....	80.00	Operator and clerk, second trick....	80.00
Ackerman, operator, first trick.....	82.00	Hobson Yard, operator, first trick....	80.00
Operator, second trick.....	82.00	Operator, second trick.....	80.00
Operator, third trick.....	82.00	Operator, third trick.....	80.00
Mound Street, operator, first trick....	90.00	Hobson Junction, agent and operator.	80.00
Operator, second trick.....	90.00	Middleport, opr. and clerk, first trick	80.00
Operator, third trick.....	90.00	Operator and clerk, second trick....	80.00
Valley Crossing, opr. and clk., 1st trk.	87.00	Pomeroy, operator and clerk.....	82.00
Operator and clerk, second trick..	87.00	*Hamden, agent and operator.....	80.00
Operator and clerk, third trick....	87.00	Wellston, operator and clerk, 1st trick	85.00
*Groveport, agent and operator.....	90.00	Operator and clerk, second trick..	80.00
Operator and clerk.....	80.00	*Coalton, agent and operator.....	80.00
*Canal Winchester, agt. and opr., first	97.00	Jackson, operator and clerk, first trick	80.00
Operator and clerk, second trick..	80.00	Operator and clerk, second trick..	80.00
Operator and clerk, third trick....	80.00	Snow Fork Jct., operator, first trick..	80.00
*Lockville, agent and operator.....	82.00	Operator, second trick.....	80.00
*Carroll, agent and operator.....	85.00	*Buchtel, agent and operator.....	80.00
Operator and clerk.....	80.00	*Orbiston, agent and operator.....	80.00
*Hookers, agent and operator, 1st trk.	85.00	*Murray City, agent and operator....	83.00
Operator and clerk, second trick..	82.00	*Carbon Hill, agent and operator....	80.00
Operator and clerk, third trick....	82.00	*Greendale, agent and operator.....	80.00
Lancaster, operator and clerk, 1st trk.	80.00	New Straitsville, operator and clerk..	80.00
Operator and clerk, second trick....	80.00		
Operator and clerk, third trick....	80.00		

Halifax & Southwestern Railway

(EFFECTIVE MAY 1, 1916.)

ARTICLE I.

All employes required to perform telegraph service of any character or duration, whether termed agent, assistant agent, or operator; also the agents included in the accompanying schedule of wages, will be considered telegraphers within the meaning of this schedule.

ARTICLE II.

When additional telegraphers' positions are created, compensation will be fixed in conformity with that for positions of the same class as shown by the attached wage scale.

ARTICLE III.

When newly constructed lines are taken over by the operating department, the company will consider qualifications of telegraphers already in service before engaging men for new stations opened. All vacancies and permanent appointments will be immediately bulletined by a "23" message over the division. When vacancies are bulletined the bulletin will state the rate of compensation. Applications for vacancies must be made within five days from the date of bulletin.

ARTICLE IV.

The right of promotion of telegraphers will be governed by merit, fitness and ability; where these are sufficient, the senior telegrapher making application will be given the preference, the company being the judge.

ARTICLE V.

A complete list of all telegraphers on the division, showing their seniority standing, will be kept on file in the superintendent's office, open to the inspection of all telegraphers concerned. This list will be subject to correction on proper representation.

ARTICLE VI.

A telegrapher's seniority will date from the time he last entered the service as a telegrapher. The seniority of telegraphers employed on lines under construction or absorbed by the company will date from their last appointment as telegraphers on such lines.

ARTICLE VII.

When a telegrapher is transferred by order of the proper official, he will suffer no loss of time in making transfer. He will be allowed reasonable time (not to exceed four days, and without pay) to arrange for the shipping of his household effects, and will be granted free transportation for his household effects and his family.

ARTICLE VIII.

A telegrapher declining to accept promotion in any instance does not forfeit his rights to the same or any other position he may be entitled to under seniority when a vacancy occurs. A telegrapher on leave of absence when a vacancy occurs will not be

debarred from claiming the position and receiving the appointment on resuming duty, if entitled to it.

ARTICLE IX.

If a position included in the attached wage scale is abolished, the telegrapher will be entitled to the position held by the junior permanently located telegrapher on the district.

ARTICLE X.

When a telegrapher of over one year's standing is assigned to a new position for which he has applied in accordance with his seniority standing, and, after a fair trial, is found incompetent, he will take his place on the extra list, retaining his seniority rights, if his previous work has been satisfactory.

ARTICLE XI.

Telegraphers accepting official positions with the company will retain their rights on the seniority list.

ARTICLE XII.

(a) Eleven consecutive hours, including meal hours, will constitute a day's work for all telegraphers. The ten hour service may be spread over a twelve hour period by allowing the telegrapher two hours off at noon-time. If required to remain on duty in performance of any service required by the company, they will be paid overtime in accordance with clause (c) hereof.

(b) The hours of duty of all telegraphers will be specified by the superintendent. If required for service, outside these hours, they will be given an official order as authority and will be excused in the same manner. The hours of duty for all agents will commence between 6:00 and 9:00 a. m.

(c) Overtime will be computed pro rata on schedule wages, based on thirty days per month (fractions of an hour less than thirty minutes not to count, fractions of an hour thirty minutes or over to count as one hour), but in no case at less than twenty-five cents per hour.

(d) If a telegrapher is called before or after office hours, he will be allowed forty-five cents, which will cover one hour's service; if kept on duty more than one hour, overtime thereafter will be allowed as per clause (c) hereof, except that telegraphers required to attend regular trains within three hours before or after their regular hours of duty will be allowed twenty-five cents, which shall cover one hour's service in connection therewith.

(e) Overtime tickets will not be allowed unless overtime tickets, consecutively numbered, are mailed to the proper officials within forty-eight hours from the time service is performed. If overtime as claimed is not allowed, telegraphers will be advised and reasons given within ten days from the time service is performed.

ARTICLE XIII.

In case of reduction in the number of telegraphers employed, the junior telegraphers on the division will first be disposed of.

ARTICLE XIV.

After thirty days' employment, telegraphers on application will have returned to them all service cards and letters of recommendation held by the company, except those required by the company, in which case certified copies will be furnished. On leaving the service, all such papers, except any previously issued by the company, will be returned. Telegraphers will also, on written request and within ten days, be given a certificate of service, stating term of service, and in what capacity employed, and whether discharged or leaving of his own accord. If discharged, reasons will be stated. If detained over ten days awaiting such certificate, they will be paid wages at schedule rates for time in excess of ten days.

ARTICLE XV.

When a telegrapher is suspended or dismissed, he will be advised of reason for such action, and a full and impartial investigation will be held within ten days, and telegrapher advised of decision within ten days. Telegrapher will be notified to be present at such investigation, and may be accompanied by another telegrapher, without expense to the company. He will, if desired, be given a carbon copy of his signed evidence.

ARTICLE XVI.

Telegraphers required to work on Sunday will be paid extra pro rata, based on twenty-six days per month, for such service (any portion of an hour less than thirty minutes not to count, thirty minutes or over to count as one hour), with a minimum compensation of twenty-five cents for each call, for which one hour's service shall, if necessary, be performed. Telegraphers required for Sunday duty, other than the attendance on regular trains, will be so advised the previous day.

ARTICLE XVII.

Telegraphers will be granted free transportation over the division to attend their meetings and to serve on boards of adjustment, when it will not interfere with the requirements of the traffic, and the service, and provided the company is not thereby put to additional expense.

ARTICLE XVIII.

Telegraphers attending court or investigation at the request of the company will receive the same compensation as if on duty, and will be allowed actual expenses if away from home. Witness fees to be assigned to the company.

ARTICLE XIX.

Telegraphers will not be required to teach telegraphy, nor will a telegrapher teach telegraphy on the railway premises without the written permission of the superintendent.

ARTICLE XX.

Telegraphers who have been in the employ of the company three years will be allowed two weeks' leave of absence each year, with schedule wages. If the company find it inconvenient to grant leave of absence, during any year, to a telegrapher entitled to it under this rule, the telegrapher shall be entitled to additional leave of absence in the next year.

Applications for leave of absence filed in January of each year will be given preference in order of seniority of applicants, and applicants will be advised as far as possible in advance of dates allotted to them. January applicants will have preference over later applicants. The company will, as far as practicable, relieve all applicants during the summer season when so desired.

ARTICLE XXI.

The minimum monthly salaries for telegraphers will be as follows:

WAGE SCALE.

Station and Position.	Rate per Month.
Agents, operators and assistant agts..	\$ 50.00
French Village, agent.....	50.00
Ingramport, agent.....	50.00
Hubbards, agent.....	50.00
Chester, agent.....	63.00
Chester Basin, agent.....	50.00
Mahone, Jct., agent.....	62.00
Bridgewater, agent.....	84.00
Operator and ticket clerk.....	55.00
Medway, agent.....	50.00
Liverpool, agent.....	84.00
Assistant agent.....	50.00
Port Mouton, agent.....	50.00
Lockport, agent.....	65.00
Shelburne, agent.....	70.00
Port Clyde, agent.....	50.00
Barrington, agent.....	50.00
Barrington Passage, agent.....	50.00
Woods Harbour, agent.....	50.00
Pubnico, agent.....	50.00
Lower Argyle, agent.....	50.00
Tusket, agent.....	50.00
Yarmouth, agent.....	89.00
Assistant agent.....	50.00
Lunenburg, agent.....	77.00
Assistant agent.....	50.00
New Germany, agent.....	58.00
Springfield, agent.....	55.00
Bridgetown, agent.....	50.00
Caledonia, agent.....	55.00

Rate at Bridgetown to remain same as at present, while present train service is maintained.

Accepted for the Telegraphers:

L. T. MUNCEY,
General Chairman.

Accepted for the Company:

L. C. FRITCH,
General Manager.

Revised August 14, 1917.

Illinois Central Railroad

ARTICLE I.

Employees Included.

1. All employees performing the duties of a telegrapher, except train dispatchers, whether termed operator, agent operator or otherwise; also station agents and levermen, specified in the schedule, will be considered telegraphers within the meaning of these articles.

2. Telephone operators whose duties include the handling of train orders, or the blocking of trains by telephone; also agent telephoners and telephone message operators specified in the schedule, will be considered telegraphers within the meaning of these articles.

3. No employee other than those covered by this schedule and train dispatchers will be permitted to handle train orders at places where telegraphers are located, except in emergency, in which case the telegrapher will be paid for the call. Train dispatchers shall report to chief dispatchers all orders so issued, and the telegrapher entitled to the call shall be notified.

ARTICLE II.

Promotions, Vacancies, Seniority.

1. Telegraphers will be regarded as in line for promotion, advancement depending on faithful, intelligent and courteous discharge of duty and capacity for greater responsibility. Where these are sufficient, seniority will govern.

2. When a vacancy occurs, or a new position is created, telegraphers will be notified within five (5) days by bulletin, and vacancy or new position filled within twenty-five (25) days, in accordance with Section 1 of this article. The successful applicant to be allowed the higher rate of pay of the two offices after expiration of twenty-five (25) days, until transfer is made.

Telegraphers must file application within ten (10) days of the date of the bulletin. The proper official shall acknowledge receipt of all applications by letter notice, specifying the successful applicant, copy of which shall be sent the local chairman.

3. Temporary positions or vacancies of thirty (30) days, or over, where total compensation is sixty (60) dollars or more, will be bulletined as such and filled in accordance with Section 2 of this article, the successful applicant's position to be filled by the oldest competent telegrapher on the extra list.

The senior extra telegrapher shall have preference of all extra work, if available and competent; but if filling a vacancy at the time a junior telegrapher is assigned, the junior telegrapher may hold the position for a period of ten (10) days from the time he commenced work on the position, when he can be displaced by the senior telegrapher.

4. Seniority list of telegraphers will be furnished by the superintendent to an employee designated by the telegraphers in January and July of each year.

5. Telegraphers permanently transferred from one division to another will be considered as new men on the division to which they go, and will rank accordingly.

6. When telegraphers are transferred, and after a fair trial are found incompetent, they will be placed on the extra list, but will retain their seniority.

7. A telegrapher declining to accept promotion does not forfeit seniority.

8. When positions are abolished or the force reduced, the telegrapher relieved, which in the case of reduction of force shall be the youngest man in the service in that particular office, shall have the privilege of asserting his seniority rights to any schedule position on the division, and will be required to select some position within thirty (30) days or go on the extra list; provided that he shall not displace any telegrapher who has been in the service over three years. The man displaced by him to assert his seniority for position held by any junior telegrapher in point of service, and so on until the youngest man is relieved, or displaced men cease to assert the privilege.

9. Whenever a telegrapher on a division accepts a non-schedule position, or is granted leave of absence without impairment of rights, a record shall be made in the superintendent's office and a copy furnished local chairman. If such telegrapher does not return to a schedule position within six (6) months, he will forfeit his seniority rights.

This rule will not be applicable to telegraphers absent on account of sickness, nor to the general chairman and general secretary and treasurer of the Order of Railroad Telegraphers.

10. Except as per Section 8, seniority will only be effective when vacancies occur, or new positions are created, and trading positions will not be permitted.

ARTICLE III.

Discipline, Grievance, Appeal.

1. Telegraphers will not be disciplined or discharged from the service without just cause and until after a fair and impartial investigation. When wanted for investigation the telegrapher shall be given sufficient advance notice, stating specific charges; if suspended pending investigation, they shall be given a hearing within ten (10) days before the board of inquiry, as now constituted, and, when practicable, the superintendent will be present. If, after investigation, telegraphers be found not at fault, they shall receive full pay for the time lost. The result of investigation shall be made known within ten (10) days.

2. All grievances which may exist must be taken up with the superintendent in writing within thirty (30) days after occurrence.

3. In the event that any grievance cannot be satisfactorily adjusted with the superintendent, the telegraphers shall have the right to appeal to the general superintendent and from him to the general manager.

4. Telegraphers reporting direct to the superintendent of telegraph shall have the right to appeal to the general manager.

5. A telegrapher called in for investigation may be accompanied by a telegrapher of his choice, in the employ of the company, and they may remain throughout the entire hearing if they so desire.

ARTICLE IV.

Service Record Letter.

Telegraphers who have been in the service sixty (60) days or more, will, when leaving the service, be furnished upon request a letter from the proper official stating term of service, capacity in which employed, and whether discharged or leaving the service of their own accord.

ARTICLE V.

Emergency Work.

Telegraphers performing duties at wrecks, washouts, slides, snow blockades or other similar emergency office, will receive a minimum of \$2.75 per day of eight (8) hours or less, and overtime at regular overtime rates, and actual expenses while away from home. Time to be computed from time they start until they return, except for such time as they may be relieved from duty.

ARTICLE VI.

Hours of Service, Rest, Meal Hours.

1. At offices where but one telegrapher is employed, except as provided in Section 3, ten (10) consecutive hours, commencing between 6:30 and 8:30 a. m. or p. m. and including meal hour, will constitute a day's work.

2. At offices where two telegraphers are employed, except as provided in Section 3, and they both work days, ten (10) consecutive hours, commencing between 6:30 and 7:30 a. m. and including meal hour, will constitute a day's work.

At offices where two telegraphers are employed, covering a period of more than thirteen hours per day, and they both handle train orders, eight (8) consecutive hours will constitute a day's work.

At offices where two telegraphers are employed, ten (10) consecutive hours, commencing between 6:30 and 7:30 a. m. for day telegrapher and between 6:30 and 7:30 p. m. for night telegrapher, and including meal hour, will constitute a day's work.

(At an office where an exclusive agent or an exclusive leverman, or both, and an operator are employed, the operator is under Section 2, paragraph 1 or 3.)

(At an office where an exclusive agent or an exclusive leverman and two operators are employed, the operators are under Section 2, paragraph 2.)

3. Twelve (12) consecutive hours, including meal hour, will constitute a day's work for exclusive levermen.

Eleven (11) consecutive hours or less, as indicated in the wage scale, including meal hour, will constitute a day's work for exclusive agents.

(Exclusive agents are those designated in the schedule as agent, and do not include those designated as agent operator.)

4. At offices where three or more telegraphers are employed, exclusive of those covered by Section 3, eight (8) consecutive hours will constitute a day's work. First trick to commence at or between 7:00 and 8:00 o'clock a. m. (This does not apply to offices covered by Section 5).

5. Eight (8) consecutive hours will constitute a day's work for telegraphers in "X" office, Chicago; "UN" office, Mounds, and "BD" and "FD" offices, New Orleans.

6. Eight (8) consecutive hours will constitute a day's work for telegraphers in dispatchers' offices.

7. Nine (9) consecutive hours, including meal hour, will constitute a day's work for telephone message operators.

8. Seven (7) hours' service will constitute a day's work for telegraphers working split tricks at any office. No trick will be split more than once.

9. Telegraphers, except those working nine (9) consecutive hours, or less, per day, will be allowed one (1) hour for meals between 11:30 and 2:00 o'clock, day or night. If on account of wire work, or meeting or blocking trains, their time is curtailed, one (1) hour overtime will be allowed, and if regular meal is missed, thirty (30) minutes for lunch will be allowed at first opportunity.

10. If telegraphers are required to meet trains or deliver train orders within one (1) hour after expiration of their regular hours, they will receive thirty-five (35c) cents (or pro rata if schedule wage is higher) for such service, remaining on duty one (1) hour if necessary, and if detained more than one (1) hour will receive overtime thereafter.

11. At one-man stations, where the telegrapher is employed nights, a similar arrangement will be effective.

12. After sixteen (16) consecutive hours' service, telegraphers will be allowed eight hours' rest.

ARTICLE VII.

Overtime—Extra Calls.

1. The regular overtime rate at all offices, except "X" office, Chicago; "UN" office, Mounds; "CB" office, East Cabin; "JA" office, Louisville, and "BD" and "FD" offices, New Orleans, will be thirty-five (35c) cents per hour; at "X" office, Chicago; "UN" office, Mounds; "CB" office, East Cabin; "JA" office, Louisville, and "BD" and "FD" offices, New Orleans, it will be fifty (50c) cents per hour. If schedule wage is higher, overtime will be paid pro rata. Regular overtime rate for telephone message operators will be thirty-five (35c) cents per hour.

2. Telegraphers required by superintendent, train dispatcher or chief dispatcher to remain on duty, for any purpose, in excess of their regular established hours, will be paid overtime.

3. Telegraphers called or instructed to come on duty by competent authority outside of regular established hours, except as provided in Section 10 of Article 6, will be allowed sixty-five (65c) cents for the service and first hour, and regular overtime thereafter.

4. In computing overtime, thirty (30) minutes or less will not be counted. Over thirty (30) minutes and up to one hour and thirty minutes (1 hour and 30 minutes) will be counted one hour.

ARTICLE VIII.**Attending Court.**

Telegraphers attending court at request of the company shall be allowed net compensation which would have been earned by them at their station, with necessary expenses while they are away from home.

ARTICLE IX.**Investigation.**

When telegraphers lose time on account of investigation of any cause for which they are not at fault, they will be paid for time lost.

ARTICLE X.**Transfer—Transportation.**

1. Telegraphers transferred by order of the company, or to accept bulletined positions, will be furnished with free transportation for themselves, their families and household goods, and will suffer no loss of pay.

2. When granted leave of absence, the outgoing and incoming telegraphers will each be paid for the full day of first transfer. On return transfer, only the outgoing telegrapher will be paid.

3. Telegraphers desiring to be checked in after leave of absence will give the superintendent at least five (5) days' advance notice, and if check is delayed thereafter, will receive pay for such additional time as they are held out of the service.

ARTICLE XI.**Operating Pumps.**

Telegraphers who are required to operate gasoline pumps will receive \$12.50 per month extra compensation. Where it is practicable to do so, telegraphers will be relieved from this work.

ARTICLE XII.**Cleaning Battery, Station, Etc.**

1. Telegraphers shall not be required to clean main or local battery at stations where more than ten (10) cells are used.

2. Telegraphers shall not be required to scrub floors, wash windows, or clean out-buildings, but will see that their stations are kept neat and clean.

ARTICLE XIII.**Attending Interlocking or Switch Lights.**

1. At stations where section men reside or porters or helpers are employed, telegraphers will not be required to attend interlocking or switch lights, but they will see that they are kept burning.

2. At stations where telegraphers are required to care for interlocking or switch lights they will be allowed seventy-five (75c) cents per light per month.

ARTICLE XIV.**Students.**

Telegraphers will not be required to teach telegraphy nor admit students to their offices, nor will telegraphers teach telegraphy without permission from the company.

ARTICLE XV.**Discrimination.**

Telegraphers will not be discriminated against for service on the board of adjustment.

ARTICLE XVI.**Returning Service Cards and Letters of Recommendation.**

Telegraphers employed by the company will, upon application, have returned to them all service cards and letters of recommendation which may have been taken up for inspection.

ARTICLE XVII.**New Positions—Compensation.**

1. When additional positions are created, the compensation will be fixed in conformity with positions of similar class provided for in this schedule.

2. When an agent telegrapher's position covered by this schedule becomes a non-telegraph station, the rate of pay will not be reduced.

ARTICLE XVIII.**Sunday and Holiday Work.**

1. Telegraphers shall be excused from Sunday and holiday duties as much as the conditions of business will permit.

2. Telegraphers in offices under the jurisdiction of superintendents of telegraph, required to work on Sunday or a holiday, will be paid pro rata for all Sunday and holiday work. All such work to be consecutive.

Holidays referred to are: New Year's, Decoration Day, Fourth of July, Labor Day, Thanksgiving and Christmas.

3. Telegraphers in offices other than those covered by Section 2, required to work on Sunday, will be paid pro rata for such service. Sunday service shall be arranged in not to exceed two periods within the spread of the week-day hours and with a minimum of one hour for each time they report.

4. The Sunday hours will be assigned and not subject to temporary changes; for all service performed outside of such assigned hours, overtime will be allowed as per overtime rules.

ARTICLE XIX.**Minimum Rate—Relief Agent.**

The salary of relief agents shall not be less than \$100.00 per month. When relieving at stations where the regular rate is higher, the higher rate will be paid. When the position is created on a division it shall be bulletined and filled in accordance with Sections 1 and 2 of Article II.

ARTICLE XX.**Relief Work.**

Regular assigned telegraphers who are required to perform relief work and in consequence thereof suffer a reduction in their regular compensation, will be paid an amount sufficient to reimburse them for such loss, and in all cases will be allowed \$1.00 per day for expenses while away from their regular assigned stations.

ARTICLE XXI.**Commissions.**

At stations where ticket, express or telegraph commissions are being paid, no reduction in the percentage will be made except on thirty days' notice, and by agreement between both parties.

U. S. Mall.

ARTICLE XXIII.

ARTICLE XXIV.

ARTICLE XXV.

For the Telegraphers:

R. L. SHANNON,
Secretary.

GENERAL AND TERMINAL OFFICES.

Station and Position.	Hrs.	Rate per Month.
Chicago (X), chief operator.....	8	\$149.00
First assistant chief operator..	8	123.00
Second assistant chief operator	8	123.00
Third assistant chief operator.	8	123.00
Operator	8	109.00
Operator	8	109.00
Operator	8	109.00
Operator	8	109.00
Operator	8	109.00
Operator	8	108.00
Operator	8	108.00
Operator	8	108.00
Operator	8	108.00
Operator	8	108.00
Operator	8	108.00
Telephone message operator..	9	79.50
Chicago (S), first clerk operator..	8	100.00
Second clerk operator.....	8	107.00
Third clerk operator.....	8	100.00

Station and Position.	Hrs.	Rate per Month.
Ash Street Tower, 1st opr. leverm.	8	\$ 89.50
Second operator leverman....	8	89.50
Third operator leverman.....	8	89.50
Hawthorne Tower, first opr. lever.	8	91.50
Second operator leverman....	8	91.50
Third operator leverman.....	8	91.50
Broadview, agent operator.....	8	94.50
Second operator leverman....	8	84.50
Third operator leverman.....	8	84.50
43rd Street, agent operator.....	10	85.00
Clerk operator.....	10	77.50
53rd Street, agent operator.....	10	85.50
Clerk operator.....	10	78.00
63rd Street, agent operator.....	10	82.00
Clerk operator.....	10	73.50
Grand Crossing, day operator.....	10	84.50
Night operator.....	10	84.50
Riverdale, agent.....	11	83.50
Harvey Tower, first opr. leverman	8	88.50
Second operator leverman....	8	88.50
Third operator leverman.....	8	88.50
Homewood, agent operator.....	10	81.75
Flossmoor, agent operator.....	10	75.75
Matteson Tower, first opr. leverm.	8	88.50
Second operator leverman....	8	88.50
Third operator leverman.....	8	88.50

Chicago District.

Station and Position.	Hrs.	Rate per Month.
Matteson, agent.....	11	\$ 95.00
Monce, agent operator.....	8	87.00
Second operator.....	8	80.00
Third operator.....	8	80.00
Peotone, agent operator.....	10	86.00
Manteno, agent operator.....	10	84.00
Night operator.....	10	82.00
Tucker, agent operator.....	10	72.00
Bradley, agent.....	11	72.00
Kankakee Jct., first opr. leverman	8	87.00
Second operator leverman...	8	87.00
Third operator leverman.....	8	87.00
Kankakee, car distributor operator	8	110.00
Otto, agent operator leverman...	8	80.00
Second operator leverman...	8	80.00
Third operator leverman.....	8	80.00
Chebanse, agent operator.....	10	93.00
Clifton, agent operator.....	10	94.00
Ashkum, agent operator.....	10	82.00
Danforth, agent operator.....	10	74.00
Gilman, first operator.....	8	87.00
Second operator.....	8	86.00
Third operator.....	8	86.00
Onarga, agent operator.....	10	79.00
Del Rey, agent operator.....	10	72.00
Buckley, agent operator.....	10	82.00
Loda, agent operator.....	10	83.00
Paxton, first operator leverman...	8	87.00
Second operator leverman.....	8	87.00
Third operator leverman.....	8	87.00
Ludlow, agent operator.....	10	81.00
Rantoul, agent operator.....	10	96.00
Night operator.....	10	83.00
Thomasboro, agent operator.....	10	77.00
Leverett, agent operator.....	10	75.00

Champaign District.

Champaign Yard, first operator...	8	\$ 89.00
Second operator.....	8	87.00
Third operator.....	8	87.00
Champaign, car distributor opr....	8	100.00

Station and Position.	Hrs.	Rate per Month.
Savoy, agent operator.....	10	\$ 74.00
Tolono, agent.....	10	100.00
First operator leverman.....	8	85.00
Second operator leverman.....	8	83.00
Third operator leverman.....	8	83.00
Pesotum, agent operator.....	10	77.00
Hayes, agent operator.....	10	76.00
Tuscola, agent operator.....	10	114.00
Tower, first operator leverman	8	85.00
Second operator leverman...	8	85.00
Third operator leverman....	8	85.00
Galton, agent operator.....	10	77.00
Arcola Tower, day leverman.....	12	72.00
Night operator leverman.....	10	80.00
Arcola, agent operator.....	10	108.00
Humbolt, agent operator.....	10	77.00
Dorans, agent operator.....	10	75.00
Aetna, agent operator.....	10	75.00
Neoga, agent operator.....	10	85.00
Night operator.....	10	77.00
Sigel, agent operator.....	10	75.00
Effingham, first operator.....	8	91.00
Second operator.....	8	88.00
Third operator.....	8	88.00
Watson, agent operator.....	10	72.00
Mason, agent operator.....	10	77.00
Edgewood, agent operator.....	10	87.00
Day leverman.....	12	77.00
Night operator leverman.....	10	80.00
Laclede, agent operator.....	10	75.00
Farina, agent operator.....	10	74.00
Kinmundy, agent operator.....	10	79.00
Night operator.....	10	78.00
Tower, first operator leverman	8	79.00
Second operator leverman...	8	79.00
Third operator leverman....	8	79.00
Alma, agent operator.....	10	75.00
Tonti, agent operator.....	10	70.00
Odin, first operator leverman.....	8	87.00
Second operator leverman.....	8	87.00
Third operator leverman.....	8	87.00

Gilman-Clinton.

Ridgeville, agent operator.....	10	\$ 74.00
Thawville, agent operator.....	10	74.00
Roberts, agent operator.....	10	74.00
Night operator.....	10	78.00
Melvin, agent operator.....	10	74.00
Guthrie, agent operator.....	10	74.00
Gibson City, agent operator.....	10	114.00
Night operator.....	10	82.00
Harpster, agent operator.....	10	76.00
Belleflower, agent operator.....	10	75.00
Weedman, agent operator.....	10	74.00
Farmer City, agent.....	11	100.00
Tower, first operator leverman	8	80.00
Second operator leverman...	8	80.00
Third operator leverman....	8	80.00
Parnell, agent operator.....	10	78.00
DeWitt, agent operator.....	10	77.00
Birkbeck, agent operator.....	10	77.00

Bloomington District.

Irwin, agent operator.....	10	\$ 74.00
Herscher, agent operator.....	10	75.00
Buckingham, agent operator.....	10	87.00
Cabery, agent operator.....	10	75.00
Kempton, agent operator.....	10	85.00
Cullom, agent operator.....	10	79.00
Chatsworth, agent operator.....	10	82.00
Cropsey, agent operator.....	10	74.00
Anchor, agent operator.....	10	69.00
Colfax, agent operator.....	10	78.00
Cooksville, agent operator.....	10	74.00
Merna, agent operator.....	10	75.00

Pontiac District.

Station and Position.	Hrs.	Rate per Month.
Pontiac, agent operator.....	10	\$110.00
Graymont, agent operator.....	10	75.00
Flanagan, agent operator.....	10	75.00

ST. LOUIS DIVISION.**Centralia District.**

Station and Position.	Hrs.	Rate per Month.
Branch Jct., first opr. leverman..	8	\$ 83.50
Second operator leverman.....	8	83.50
Third operator leverman.....	8	83.50
Centralia (CE), first operator...	8	103.50
Second operator.....	8	96.00
Third operator.....	8	96.00
Tower, first operator leverman	8	80.00
Second operator leverman...	8	80.00
Third operator leverman....	8	80.00
(NY), first operator.....	8	100.00
Second operator.....	8	96.00
Third operator.....	8	96.00
Irrington, agent operator.....	10	78.00
Richview, agent operator.....	10	73.00
Ashley, agent.....	11	80.50
Bois, agent operator.....	10	73.00
Tamaroa, agent.....	11	80.00
First operator leverman.....	8	85.00
Second operator leverman.....	8	85.00
Third operator leverman.....	8	85.00
DuQuoin, first operator.....	8	95.50
Second operator.....	8	90.50
Third operator.....	8	90.50
Elkville, agent operator.....	10	72.50
Hallidayboro, agent operator.....	10	84.50
DeSoto, agent operator.....	10	77.00
Carbondale Yard, first operator..	8	82.50
Second operator.....	8	82.50
Third operator.....	8	82.50
Carbondale (CD), chief operator..	8	105.00
First operator.....	8	103.00
Second operator.....	8	100.50
Third operator.....	8	100.50
Carbondale Tkt., first tkt. clk. opr.	8	101.00
Second ticket clerk operator..	8	94.00
Third ticket clerk operator..	8	94.00
Carbondale, telephone mess. opr..	9	78.50
Makanda, agent operator.....	10	71.50
Night operator.....	10	84.00
Cobden, agent operator.....	10	77.50
Anna, agent.....	11	122.50
First operator.....	8	98.00
Second operator.....	8	88.00
Third operator.....	8	88.00
Balcom, agent operator.....	10	74.50
Dongola, agent operator.....	10	75.50
Wetaug, night operator.....	10	84.00
Ullin, agent operator.....	10	80.50
Pulaski, agent operator.....	10	73.50
Villa Ridge, agent operator.....	10	70.50
Mounds (HN), ticket clk. day opr..	10	85.50
Ticket clerk night operator...	10	88.00
(UN), chief operator.....	8	119.00
First operator.....	8	104.00
Second operator.....	8	104.00
Third operator.....	8	104.00
Mound City, agent operator.....	10	105.00
Illinois Jct., first operator.....	8	89.00
Second operator.....	8	88.00
Third operator.....	8	88.00
Ballard Jct., first operator.....	8	89.00
Second operator.....	8	89.00
Third operator.....	8	89.00

Station and Position.	Rate per Hrs. Month.
Cairo, first operator.....	8 \$ 90.50
Second ticket clerk operator..	8 99.00
Third ticket clerk operator...	8 99.00

St. Louis District.

St. Louis, operator.....	10 \$ 77.50
East St. Louis, first operator.....	8 93.50
Second operator.....	8 93.50
Third operator.....	8 93.50
Belleville, first operator.....	8 85.50
Second operator.....	8 85.50
Third operator.....	8 85.50
Freeburg, agent operator.....	10 100.00
New Athens, agent.....	11 82.50
First operator.....	8 83.50
Second operator.....	8 83.50
Third operator.....	8 83.50
Lenzburg, agent operator.....	10 75.00
Marissa, agent.....	11 75.00
First operator.....	8 84.50
Second operator.....	8 83.50
Third operator.....	8 83.50
Tilden, agent operator.....	10 85.00
Coulterville, agent.....	11 105.00
Swanwick, agent.....	11 45.00
Winkle, agent operator.....	10 80.50
Pinckneyville, first operator.....	8 87.50
Second operator.....	8 87.50
Third operator.....	8 87.50
Vergennes, agent operator.....	10 73.50
Murphysboro, agent.....	11 122.50
Ticket clerk operator.....	10 95.00
Texas Junction, day operator.....	10 90.00

Eldorado District.

Mulkeytown, agent operator.....	10 \$ 84.50
Christopher, agent.....	11 80.00
First operator.....	8 82.00
Second operator.....	8 81.00
Third operator.....	8 81.00
Buckner, agent operator.....	10 73.00
Benton, agent.....	11 134.00
First operator.....	8 81.00
Second operator.....	8 81.00
Third operator.....	8 81.00
Logan, agent operator.....	10 70.50
Thompsonville, agent operator.....	10 84.00
Galatia, agent operator.....	10 89.00

Benton Southern.

West Frankfort, agent operator.....	10 \$107.50
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Christopher Branch.

Zeigler, agent operator.....	10 \$ 81.50
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Carbondale District.

Carterville, agent operator.....	10 \$ 88.00
Day operator.....	10 83.00
Marion, agent.....	11 122.50
Day operator.....	10 81.50
Night operator.....	10 80.50
Creal Springs, agent operator.....	10 70.50
Parker, *agent operator.....	10 54.00
Ozark, agent operator.....	10 76.00
Simpson, agent operator.....	10 72.50
Grantsburg, agent operator.....	10 75.50
Golconda, agent operator.....	10 74.50
Day operator.....	10 80.00
Reevesville, agent operator.....	10 79.50
Round Knob, agent operator.....	10 75.50
Metropolis, agent operator.....	10 112.50
Clerk operator.....	10 80.00
Brookport, agent operator.....	10 80.00

Johnston City Branch.

Station and Position.	Rate per Hrs. Month.
Cambria, agent operator.....	10 \$ 91.00
Herrin Yard, night operator.....	10 80.00
Herrin, agent operator.....	10 122.50

Murphysboro District.

Grand Tower, agent operator.....	10 \$ 76.00
Wolf Lake, agent operator.....	10 76.00
Reynoldsville, agent operator.....	10 78.50
McClure, agent operator.....	10 77.00
Gale, agent operator.....	10 100.00
Cache, agent operator leverman.....	10 80.50
Night operator leverman.....	10 80.50

SPRINGFIELD DIVISION.**Springfield District.**

Station and Position.	Rate per Hrs. Month.
Clinton, car distributor operator..	8 \$107.50
First operator.....	8 104.00
Second operator.....	8 101.50
Third operator.....	8 101.50
Ticket agent.....	11 101.50
North Yard, first operator.....	8 85.00
Second operator.....	8 85.00
Third operator.....	8 85.00
Kenney, agent operator.....	10 79.00
Day leverman.....	12 74.00
Night operator leverman.....	10 80.00
Chestnut, agent operator.....	10 75.00
Mt. Pulaski, agent.....	11 105.00
First operator leverman.....	8 82.50
Second operator leverman.....	8 82.50
Third operator leverman.....	8 82.50
Lake Fork, agent operator.....	10 75.00
Buffalo Hart, agent operator.....	10 75.50
Barclay, agent operator.....	10 73.00
East Grand Ave., first operator..	8 90.00
Second operator.....	8 88.00
Third operator.....	8 88.00
Springfield, operator asst. tkt. agt.10	89.00
Night operator ticket clerk.....	10 89.00
Toronto, agent operator.....	10 70.00
Glenarm, agent operator.....	10 75.00
Pawnee Jct., agent opr. leverman.10	77.50
Night operator leverman.....	10 80.00
Divernon, agent.....	11 87.50
Day operator.....	10 82.50
Thomasville, agent operator.....	10 75.00
Farmersville, agent operator.....	10 80.00
Waggoner, agent operator.....	10 72.50
Litchfield, agent.....	11 115.00
First operator.....	8 86.50
Second operator.....	8 86.50
Third operator.....	8 86.50
Mt. Olive, agent operator.....	10 92.50
Alhambra, agent operator.....	10 85.00
Marine, agent operator.....	10 85.00
Glen Carbon, agent operator.....	10 92.50
Madison, agent operator.....	8 115.00

Clinton District.

Maroa, agent.....	11 \$ 87.50
First operator.....	8 84.00
Second operator.....	8 84.00
Third operator.....	8 84.00
Forsyth, agent operator.....	10 74.00
Decatur, first operator.....	8 94.00
Second operator.....	8 94.00
Third operator.....	8 94.00
Elwin, agent operator.....	10 72.50
Macon, agent operator.....	10 75.00
Walker, agent operator.....	10 75.00

* Also paid by C. C. C. & St. L. Ry.

SCHEDULES AND WAGE SCALES.

Station and Position.		Rate per Hrs. Month.	Station and Position.		Rate per Hrs. Month.
Moweaqua, agent operator.....	10	\$ 77.50	Janesville, agent operator.....	10	\$ 77.00
Night operator.....	10	81.50	Toledo, agent operator.....	10	82.00
Assumption, agent.....	11	70.00	Greenup, agent operator.....	10	115.50
Day operator.....	10	82.50	Hidalgo, agent operator.....	10	77.50
Oconee, agent operator.....	10	80.00	Rose Hill, agent operator.....	10	76.00
Ramsey, agent operator.....	10	85.00	Newton, agent.....	11	120.00
Vera, agent operator.....	10	74.00	First operator.....	8	91.00
Shobonier, agent operator.....	10	74.00	Second operator.....	8	91.00
Vernon, agent operator.....	10	62.50	Third operator.....	8	91.00
Patoka, agent operator.....	10	79.00	West Liberty, agent operator.....	10	*63.00
Night operator.....	10	81.50	Dundas, agent operator.....	10	81.00
Sandoval, day opr. leverman*....		37.50	Olney, agent.....	11	123.00
Night operator leverman*....		30.00	Day operator.....	10	83.00
Havana District.			Calhoun, agent operator.....	10	76.50
Bondville, agent operator.....	10	\$ 65.00	Parkersburg, agent operator.....	10	80.00
Seymour, agent operator.....	10	70.00	West Salem, agent operator.....	10	92.00
White Heath, agent operator.....	10	75.00	Bone Gap, agent operator.....	10	79.50
Deland, agent operator.....	10	69.50	Browns, agent operator.....	10	102.00
Weldon, agent operator.....	10	75.00	Day operator.....	10	83.00
Beason, agent operator.....	10	75.00	Grayville, agent operator.....	10	107.50
Lincoln, agent operator.....	10	125.00	Griffin, agent operator.....	10	84.50
Burtonview, agent operator.....	10	73.50	Stewartsville, agent operator.....	10	91.00
New Holland, agent operator.....	10	75.00	Poseyville, agent operator.....	10	105.50
Mason City, agent operator.....	10	90.00	Martin, agent operator.....	10	75.00
Teheran, agent operator.....	10	57.50	Harwood, night operator.....	10	87.00
Easton, agent operator.....	10	75.00	Evansville, day operator.....	10	91.00
Havana, agent operator.....	10	107.50	New Harmony Branch.		
Decatur District.			New Harmony, agent operator....	10	\$104.50
Monticello, agent operator.....	10	\$ 81.50	Indianapolis District.		
Cisco, agent operator.....	10	71.50	Indianapolis (CO), day opr. clerk..	10	\$120.00
Argenta, agent operator.....	10	71.50	Yards, first operator.....	8	91.00
Rantoul District.			Second operator.....	8	91.00
Alvin, agent operator.....	10	\$ 72.50	Third operator.....	8	91.00
Henning, agent.....	11	40.00	Bargersville, agent operator.....	10	81.50
Potomac, agent operator.....	10	72.00	Anita, agent operator.....	10	77.50
Armstrong, agent operator.....	10	67.50	Morgantown, agent operator.....	10	84.00
Penfield, agent operator.....	10	71.50	Night operator.....	10	79.00
Gifford, agent operator.....	10	72.00	Helmsburg, agent operator.....	10	74.00
Fisher, agent operator.....	10	72.50	Trevlac, agent operator.....	10	76.50
Sabina, agent operator.....	10	73.50	Unionville, agent operator.....	10	76.50
LeRoy, agent operator.....	10	85.00	Bloomington, first operator.....	8	91.00
INDIANA DIVISION.			Second operator.....	8	87.00
Peoria District.			Third operator.....	8	87.00
Station and Position.		Rate per Hrs. Month.	Elwren, agent operator.....	10	73.50
Peoria (RT), day operator.....	10	\$ 84.00	Solsberry, agent operator.....	10	74.00
Pekin, agent.....	11	120.00	Bloomfield, agent.....	11	115.00
First operator.....	8	85.00	First operator.....	8	80.00
Second operator.....	8	85.00	Second operator.....	8	80.00
Green Valley, agent operator.....	10	80.00	Linton, agent operator.....	10	111.00
Delavan, agent operator.....	10	101.00	Day operator.....	8	81.00
Emden, agent operator.....	10	84.50	Victoria, agent operator.....	10	78.50
Hartsburg, agent operator.....	10	84.50	Dugger, agent operator.....	10	83.00
Latham, agent operator.....	10	85.50	Cass, agent operator.....	10	83.50
Warrensburg, agent operator.....	10	84.50	Night operator.....	10	79.00
Dalton City, agent operator.....	10	87.50	Sullivan, agent operator.....	10	109.00
Bethany, agent operator.....	10	80.00	Operator cashier.....	10	86.50
Sullivan, agent operator.....	10	120.00	New Lebanon, agent operator.....	10	74.00
Allenville, agent operator.....	10	81.00	Merom, agent operator.....	10	71.50
Mattoon District.			Palestine, agent.....	11	115.00
Mattoon, car distributor operator. 8		\$109.00	First operator.....	8	91.00
First operator.....	8	101.00	Second operator.....	8	91.00
Second operator.....	8	101.00	Third operator.....	8	91.00
Lerna, agent operator.....	10	92.00	Robinson, agent operator.....	10	110.00
			Stoy, agent operator.....	10	81.00
			Oblong, agent operator.....	10	100.00
			Willow Hill, agent operator.....	10	79.00
			Wheeler, agent operator.....	10	75.00
			Dieterich, agent operator.....	10	67.00

*Controlled by B. & O. R. R.

*Also paid by The C. I. & W. R. R. Co.

SCHEDULES AND WAGE SCALES.

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WISCONSIN DIVISION.

Freeport District.

Station and Position.	Rate per Hrs. Month.
Hillside, agent operator.....	10 \$ 78.50
C. G. W. Crossing, first opr. lev...	8 84.50
Second operator leverman.....	8 84.50
Third operator leverman.....	8 84.50
Addison, agent operator.....	10 75.50
Cloverdale, agent operator.....	10 76.00
Munger, agent operator.....	10 84.50
Coleman, agent operator.....	8 89.50
Second operator.....	8 80.50
Third operator.....	8 80.50
Plato Center, agent operator.....	10 76.00
Burlington, agent operator.....	10 79.50
Genoa, agent operator.....	10 74.50
Hart, night operator.....	10 80.00
Colvin Park, agent operator.....	10 76.00
Irene, agent operator.....	10 76.00
Perryville, agent operator.....	10 76.00
Rockford, ticket clerk.....	11 88.50
First operator.....	8 104.50
Second operator.....	8 90.50
Third operator.....	8 90.50
Alworth, agent operator.....	10 76.00
Seward, agent operator.....	10 76.00
Night operator.....	10 80.00
Evarts, agent operator.....	10 76.00
East Junction, first opr. lev.....	8 86.50
Second operator leverman.....	8 86.50
Third operator leverman.....	8 86.50
Freeport, car distributor operator.....	8 110.00
Freeport (K), first operator.....	8 94.00
Second operator.....	8 94.00
Third operator.....	8 94.00
West Junction, first opr. lev.....	8 84.00
Second operator leverman.....	8 84.00
Third operator leverman.....	8 84.00

Amboy District.

Baileyville, agent operator.....	10 \$ 78.50
Forreston, agent.....	10 102.00
Day operator.....	10 84.50
Haldane, agent operator.....	10 79.50
Polo, agent.....	10 77.00
Day operator.....	10 85.50
Woosung, agent operator.....	10 78.50
North Dixon, agent operator.....	10 81.00
Dixon, operator ticket clerk.....	10 90.00
Night operator.....	10 82.50
Eldena, agent operator.....	10 78.50
Amboy, first operator.....	8 92.00
Second operator.....	8 91.00
Third operator.....	8 91.00
Sublette, agent operator.....	10 74.50
Mendota, first operator.....	8 84.50
Second operator.....	8 82.00
Third operator.....	8 82.00
Dimmick, agent operator.....	10 79.25
LaSalle, first operator.....	8 100.00
Second operator.....	8 91.00
Third operator.....	8 89.50
Oglesby, agent operator.....	10 79.50
Tonica, agent operator.....	10 79.50
Lostant, agent operator.....	10 79.50
Wenona, agent.....	10 80.50
Day operator.....	10 84.50
Rutland, agent operator.....	10 79.50
Minonk, agent.....	11 105.00
First operator.....	8 91.00
Second operator.....	8 88.50
Third operator.....	8 88.50
Panola, agent operator.....	10 72.50

Station and Position.	Rate per Hrs. Month.
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El Paso, agent.....	10 \$104.50
Day operator.....	10 84.50
Kappa, agent operator.....	10 73.50
Hudson, agent operator.....	10 79.50
Kerrick, agent operator.....	10 73.00
Normal, agent.....	11 70.00
Ticket clerk.....	11 60.00
Bloomington, first operator.....	8 100.00
Second operator.....	8 89.50
Third operator.....	8 89.50
Randolph, agent operator.....	10 74.50
Heyworth, agent operator.....	10 74.50
Wapella, agent operator.....	10 74.50

Madison District.

Sciota Mills, agent operator.....	10 \$ 70.50
Red Oak, agent operator.....	10 70.50
Orangeville, agent operator.....	10 80.00
Monroe, agent operator.....	10 115.00
Day operator.....	10 85.00
Monticello, agent operator.....	10 79.00
Belleville, agent operator.....	10 78.50
Basco, agent operator.....	10 70.50
Madison, day operator.....	10 85.00

Dodgeville District.

McConnell, agent operator.....	10 \$ 68.50
Winslow, agent operator.....	10 60.50
Dill, agent operator.....	10 68.50
Woodford, agent operator.....	10 74.00
Argyle, agent operator.....	10 79.00
Blanchardville, agent operator.....	10 79.00
Hollandale, agent operator.....	10 68.50
Jonesdale, agent operator.....	10 68.50
Dodgeville, agent operator.....	10 105.00

MINNESOTA DIVISION.

Dubuque District.

Station and Position.	Rate per Hrs. Month.
Eleroy, agent operator.....	10 \$ 82.25
Night operator.....	10 78.75
Lena, agent.....	11 76.75
First operator.....	8 84.75
Second operator.....	8 81.75
Third operator.....	8 79.75
Wadham, agent operator.....	10 80.75
Nora, agent operator.....	10 81.75
Warren, agent.....	11 108.75
First operator.....	8 84.75
Second operator.....	8 82.25
Third operator.....	8 79.75
Apple River, agent operator.....	10 80.75
Scales Mound, agent operator.....	8 84.75
Second operator.....	8 82.25
Third operator.....	8 82.25
Council Hill, agent operator.....	10 82.75
Galena, agent.....	11 113.75
Day ticket clerk.....	11 77.75
Night ticket clerk.....	11 72.75
Galena Tower, first opr. leverman.....	8 85.75
Second operator leverman.....	8 85.75
Third operator leverman.....	8 85.75
Portage, first operator leverman.....	8 90.75
Second operator leverman.....	8 90.75
Third operator leverman.....	8 90.75
East Cabin, first operator.....	8 100.75
Second operator.....	8 100.75
Third operator.....	8 100.75
East Dubuque, agent operator.....	10 83.75
Day operator clerk.....	10 73.75

Rate per		Rate per	
Station and Position.	Hrs. Month.	Station and Position.	Hrs. Month.
East Dubuque Tower, 1st opr. lev. 8	\$ 85.75	Osage, agent.....11	\$108.75
Second operator leverman..... 8	85.75	First operator..... 8	83.75
Third operator leverman..... 8	85.75	Second operator..... 8	77.25
Dubuque Junction, first opr. lev. 8	85.75	Mitchell, agent operator.....10	81.25
Second operator leverman..... 8	85.75	St. Ansgar, agent operator.....10	76.25
Third operator leverman..... 8	85.75	Lyle, agent operator.....10	88.75
Dubuque (KB), car distributor opr 8	98.75	London, agent operator.....10	70.25
First operator..... 8	105.25	Myrtle, agent operator.....10	70.25
Second operator..... 8	99.25	Glenville, agent operator..... 8	80.25
Third operator..... 8	103.75	Second operator..... 8	77.75
South Junction, first operator..... 8	89.75	Third operator..... 8	77.75
Second operator..... 8	89.75		
Third operator..... 8	89.75	Stacyville Branch.	
Julien, agent operator.....10	77.75	Stacyville, agent operator.....10	\$ 73.25
Peosta, agent operator..... 8	78.75		
Second operator..... 8	78.75	IOWA DIVISION.	
Third operator..... 8	81.75	Waterloo District.	
Epworth, agent operator.....10	81.75		
Farley, agent.....10	80.25	Rate per	
Day operator.....10	81.75	Station and Position.	Hrs. Month.
Dyersville, agent.....11	100.75	Cedar Falls, first operator..... 8	\$ 92.00
First operator..... 8	84.25	Second operator..... 8	82.00
Second operator..... 8	82.25	Third operator..... 8	82.00
Third operator..... 8	82.25	New Hartford, agent operator.....10	75.00
Earlville, agent operator.....10	84.75	Parkersburg, agent.....11	81.50
Night operator.....10	79.75	First operator..... 8	84.00
Delaware, agent operator.....10	80.75	Second operator..... 8	82.00
Manchester, agent.....11	123.75	Aplington, agent operator.....10	80.00
First operator..... 8	95.75	Austinville, agent operator.....10	80.00
Second operator..... 8	89.75	Ackley, agent.....11	100.00
Third operator..... 8	89.25	First operator..... 8	84.50
Masonville, agent operator.....10	81.75	Second operator..... 8	79.50
Winthrop, agent operator..... 8	89.75	Macy, agent operator.....10	72.50
Second operator..... 8	79.75	Iowa Falls, first operator..... 8	92.00
Third operator..... 8	79.75	Second operator..... 8	82.00
Independence, agent.....11	120.75	Third operator..... 8	82.00
First operator..... 8	89.75	Alden, agent operator.....10	75.00
Second operator..... 8	82.25	Wilke, agent operator.....10	75.00
Third operator..... 8	82.25	Williams, agent operator.....10	85.00
Day leverman.....12	70.25	Blairsburg, agent operator.....10	82.50
Jesup, agent operator..... 8	80.25	Webster City, first operator..... 8	92.00
Second operator..... 8	79.75	Second operator..... 8	82.00
Third operator..... 8	79.75	Third operator..... 8	82.00
Raymond, agent operator.....10	81.75	Duncombe, agent operator.....10	77.50
Waterloo (CW), first operator.... 8	97.75	Gypsum, agent operator leverman.10	*51.50
Second operator..... 8	92.75	Ft. Dodge, car distributor operator 8	105.00
Third operator..... 8	90.25	First operator..... 8	100.00
Waterloo (AR), first operator..... 8	91.75	Second operator..... 8	100.00
Second operator..... 8	88.75	Third operator..... 8	100.00
Third operator..... 8	88.75		
Cedar Rapids District.		Omaha District.	
Ryan, agent operator.....10	\$ 69.25	Tara, first operator..... 8	\$ 80.00
Coggon, agent operator.....10	73.75	Second operator..... 8	80.00
Central City, agent operator.....10	71.75	Third operator..... 8	80.00
Alburnett, agent operator.....10	68.75	Knierim, agent operator.....10	72.50
Robins, agent operator.....10	77.75	Richards, agent operator.....10	72.50
Cedar Rapids, day operator.....10	89.75	Rockwell City, agent.....11	85.00
		Rockwell City Tower, first opr. lev. 8	79.00
Albert Lea District.		Second operator leverman..... 8	79.00
Janesville, agent operator.....10	\$ 73.75	Third operator leverman..... 8	79.00
Waverly, agent operator..... 8	94.75	Yetter, agent operator.....10	71.50
First operator..... 8	77.75	Ulmer, agent operator.....10	72.50
Second operator..... 8	76.75	Wall Lake, agent operator.....10	97.50
Plainfield, agent operator.....10	74.75	Deloit, agent operator.....10	82.50
Nashua, agent.....11	85.25	Denison, agent operator.....10	107.50
Day operator.....10	75.25	Denison Tower, day leverman.....12	79.00
Charles City, agent.....11	108.75	Night operator leverman.....10	79.00
First operator..... 8	85.75	Dow City, agent operator.....10	85.00
Second operator..... 8	77.25	Duniap, agent operator.....10	100.00
Third operator..... 8	77.25	Woodbine, agent operator.....10	97.50
Floyd, agent operator.....10	74.25	Logan, agent operator.....10	102.50
Orchard, agent operator.....10	74.75	Night operator.....10	79.00

*Also paid by C. G. W.

Station and Position.	Hrs.	Rate per Month.
Euclid, agent operator.....	10	\$ 77.50
Council Bluffs, first operator.....	8	106.00
Second operator ticket agent..	8	110.00
Third operator.....	8	104.00

Cherokee District.

Barnum, agent operator.....	10	\$ 77.00
Manson, agent	11	85.00
Manson Tower, first opr. lev.....	8	79.00
Second operator leverman.....	8	79.00
Third operator leverman.....	8	79.00
Pomeroy, agent operator.....	10	90.00
Fonda, agent operator.....	8	90.00
Second operator.....	8	79.00
Third operator.....	8	79.00
Newell, agent operator.....	10	90.00
Sulphur Springs, agent.....	11	52.50
Storm Lake, agent.....	11	110.00
First operator.....	8	92.00
Second operator.....	8	82.00
Third operator.....	8	82.00
Alta, agent operator.....	10	91.50
Aurelia, agent operator.....	10	94.00
Cherokee, operator ticket clerk.....	10	105.00
Meriden, agent operator.....	10	74.00
Cleghorn, agent operator.....	10	76.50
Marcus, agent operator.....	10	89.00
Remsen, agent operator.....	10	89.00
Oyens, agent operator.....	10	74.50
Le Mars, ticket agent.....	11	100.00
First operator.....	8	85.00
Second operator.....	8	85.00
Third operator.....	8	85.00
Merrill, agent operator.....	10	86.50
Wren Tower, first operator lev.....	8	79.00
Second operator leverman.....	8	79.00
Third operator leverman.....	8	79.00
Hinton, agent operator.....	10	81.50
James, agent operator.....	10	71.50
Leeds, agent operator.....	10	89.00
Sioux City, 22d St. (SB), first opr.	8	97.50
Second operator.....	8	97.50
Third operator.....	8	97.50
Sioux City, Frt. Of. (SX), day opr.	10	89.00

Sioux Falls District.

Larabee, agent operator.....	10	\$ 76.50
Calumet, agent operator.....	10	71.50
Gaza, agent operator.....	10	74.00
Primghar, agent operator.....	10	84.00
Archer, agent operator.....	10	74.00
Sheldon, agent operator.....	10	105.00
Matlock, agent operator.....	10	77.50
George, agent operator.....	10	84.00
Rock Rapids, agent operator.....	10	102.50
Steen, agent operator.....	10	74.00
Hills, agent operator.....	10	79.00
Rowena, agent operator.....	10	54.00
E. Sioux Falls, agent operator.....	10	74.00
Sioux Falls, operator ticket clerk.....	10	95.00

Onawa District.

Quimby, agent operator.....	10	\$ 75.00
Washta, agent operator.....	10	70.00
Correctionville, agent operator.....	10	92.50
Anthron, agent operator.....	10	85.00
Oto, agent operator.....	10	74.00
Smithland, agent operator.....	10	76.50
Ticonic, agent operator.....	10	70.00
Onawa, agent operator.....	10	95.00

KENTUCKY DIVISION.

Louisville District.

Station and Position.	Hrs.	Rate per Month.
Louisville, telephone mess. opr....	9	\$ 67.50
Louisville (JA), chief operator....	8	107.50
First operator.....	8	102.50
Second operator.....	8	102.50
Third operator.....	8	102.50
Louisville (RN), first operator....	8	88.50
Second operator.....	8	88.50
Third operator.....	8	88.50
Kosmosdale, agent operator.....	10	100.00
West Point, agent operator.....	8	78.50
Second operator.....	8	81.50
Third operator.....	8	81.50
Tip Top, agent operator.....	8	78.00
Second operator.....	8	81.50
Third operator.....	8	81.50
Stithton, agent	10	41.00
Vine Grove, agent operator.....	10	66.50
Cecilia, agent	11	83.00
First operator.....	8	85.00
Second operator.....	8	85.00
Third operator.....	8	85.00
East View, agent operator.....	10	71.00
Big Clifty, agent operator.....	10	60.00
Grayson Springs, agent operator....	10	80.00
Leitchfield, agent	10	68.50
First operator.....	8	85.00
Second operator.....	8	85.00
Third operator.....	8	85.00
Millwood, agent operator.....	10	71.50
Caneyville, agent operator.....	10	83.50
Spring Lick, agent operator.....	10	72.50
Horse Branch, agent operator....	8	68.00
Second operator.....	8	81.50
Third operator.....	8	81.50
Beaver Dam, agent operator.....	10	78.50
McHenry, agent operator.....	10	75.00
Night operator.....	10	82.50
Rockport, agent operator.....	10	81.50
Central City, first operator.....	8	100.00
Second operator.....	8	88.50
Third operator.....	8	88.50

Paducah District.

Mercer, agent operator.....	10	\$100.00
Greenville, agent operator.....	10	78.50
Luzerne, agent operator.....	10	80.00
Graham, agent operator.....	8	77.00
Second operator.....	8	84.00
Third operator.....	8	84.00
White Plains, agent operator.....	10	77.00
Nortonville, first operator lev....	*	.....
Second operator leverman.....	8	86.00
Third operator leverman.....	8	86.00
St. Charles, agent operator.....	10	77.50
Illsley, agent operator.....	10	82.50
Dawson Springs, agent.....	10	45.50
First operator.....	8	83.00
Second operator.....	8	86.00
Third operator.....	8	86.00
Cedar Bluff, agent operator.....	10	86.50
Princeton (ON), operator.....	8	105.00
Princeton Yard, first operator....	8	83.50
Second operator.....	8	88.50
Third operator.....	8	88.50
South Jct., first operator.....	8	81.50
Second operator.....	8	81.50
Third operator.....	8	81.50
Eddyville, agent operator.....	10	85.00

*Paid and controlled by L. & N. R. R.

†I. C. R. R. and L. & N. R. R. each pay half.

Station and Position.	Hrs.	Rate per Month.
Kuttawa, agent operator.....	10	\$ 80.50
Grand Rivers, agent	11	80.00
Gravel Switch, first operator.....	8	81.50
Second operator.....	8	81.50
Third operator.....	8	81.50
Calvert, agent operator.....	10	70.00
Little Cypress, night operator.....	10	82.50
Paducah (SA), ticket agent opr. .	8	105.00
Second operator.....	8	92.50
Third operator.....	8	95.00
Paducah (AY), first operator.....	8	88.50
Second operator.....	8	88.50
Third operator.....	8	88.50
Maxon, agent operator.....	10	71.50
Kevil, agent operator.....	10	62.50
La Center, agent operator.....	10	64.00
Barlow, agent operator.....	10	79.50

H. & E. District.

Elizabethtown, agent operator.....	10	\$107.50
Hodgenville, agent operator.....	10	63.50

Owensboro District.

Fordsville, agent operator	10	\$ 79.00
Deanfield, agent operator.....	10	77.00
Whitesville, agent operator.....	10	76.00
Owensboro, day operator.....	10	83.50

Evansville District.

Henderson, day operator.....	10	\$ 83.50
Corydon, agent operator.....	10	73.50
Waverly, agent operator.....	10	55.00
Morganfield, agent operator.....	10	60.00
Day operator.....	10	83.50
Uniontown, agent operator.....	10	65.00
Grove Center, agent.....	11	32.50
Henshaw, agent operator.....	10	71.00
Night operator.....	10	82.50
DeKoven, agent operator.....	10	74.50
Sturgis, agent operator.....	10	65.00
Day operator.....	10	83.50
Blackford, agent operator.....	8	65.00
Second operator.....	8	82.50
Third operator.....	8	82.50
Wheatcroft, agent operator.....	10	77.50
Clay, agent.....	11	50.00
Dixon, agent operator.....	10	66.00
Providence, agent operator.....	10	85.00
Marion, agent operator.....	10	63.50
Day operator.....	10	83.50
Crayne, night operator.....	10	82.50
Fredonia, agent operator.....	10	62.00
Cerulean, agent operator.....	10	74.00
Gracey, agent operator.....	10	82.00
Hopkinsville, first operator.....	8	90.00
Second operator.....	8	85.00

TENNESSEE DIVISION.

Fulton District.

Station and Position.	Hrs.	Rate per Month.
Krebs, night operator.....	10	\$ 81.50
Boaz, agent operator.....	10	82.50
Mayfield, agent	11	79.50
First operator.....	8	97.50
Second operator.....	8	95.00
Third operator.....	8	95.00
Wingo, agent operator.....	10	76.50
Water Valley, agent operator....	8	70.00
Second operator.....	8	85.00
Third operator.....	8	85.00

Station and Position.	Hrs.	Rate per Month.
Gibbs, agent.....	11	\$ 81.50
First operator leverman.....	8	95.00
Second operator leverman.....	8	95.00
Third operator leverman.....	8	95.00
Rives, first operator leverman....	8	95.00
Second operator leverman.....	8	95.00
Third operator leverman.....	8	95.00
Troy, agent	11	45.00
Obion, agent	10	47.50
Day operator.....	10	90.00
Trimble, agent operator.....	10	68.50
Newbern, agent.....	10	85.00
Day operator.....	10	90.00
Dyersburg, agent.....	11	159.00
First operator.....	8	95.00
Second operator.....	8	95.00
Third operator.....	8	95.00
Fowlkes, agent operator.....	10	69.50
Halls, agent operator.....	10	85.00
Gates, agent operator.....	10	68.00
Curve, agent operator.....	10	67.50
Night operator.....	10	90.00
Ripley, agent operator.....	10	104.50
Day operator.....	10	90.00
Henning, agent operator.....	10	52.50
Covington, agent	10	100.00
Day operator.....	10	92.50
Night operator.....	10	92.50
Atoka, agent operator.....	10	73.00
Kerrville, agent	11	35.00
Millington, agent operator.....	10	43.00
Day operator.....	10	90.00
Woodstock, agent operator lev....	8	78.50
Second operator leverman....	8	92.50
Third operator leverman.....	8	92.50

Cairo District.

Wickliffe, agent operator.....	10	\$ 95.00
Winford, first operator leverman..	8	97.50
Second operator leverman....	8	97.50
Third operator leverman.....	8	97.50
Bardwell, agent operator.....	10	60.00
Night operator.....	10	85.00
Arlington, agent operator.....	10	79.50
Clinton, agent operator.....	10	87.50
Crutchfield, agent operator.....	10	73.50
Fulton (NS), first operator.....	8	88.50
Second operator.....	8	88.50
Third operator.....	8	88.50
Fulton (U), ticket agent.....	11	120.00
First operator.....	8	97.50
Second operator.....	8	97.50
Third operator.....	8	97.50
Fulton (FU), first operator.....	8	105.00
Second operator.....	8	102.50
Third operator.....	8	102.50
McConnell, agent operator.....	10	78.50
Martin, ticket agent.....	10	115.00
First operator.....	8	97.50
Second operator.....	8	97.50
Third operator.....	8	97.50
Sharon, agent operator.....	10	62.50
Greenfield, agent operator.....	10	60.00
Night operator.....	10	86.00
Bradford, agent operator.....	10	85.00
Medina, agent operator.....	10	71.00
Jackson, ticket agent operator....	10	110.00
Frogmoor, first operator.....	8	97.50
Second operator.....	8	97.50
Third operator.....	8	97.50

Birmingham District.

Corinth, day operator.....	10	\$ 92.50
Paden, agent operator.....	10	82.50

Station and Position.	Rate per Hrs. Month.
Tishomingo, agent	11 \$ 50.00
Belmont, agent operator.....	10 80.00
Red Bay, agent operator.....	10 87.50
Day operator.....	10 87.50
Vina, agent operator.....	10 85.00
Hodges, agent operator.....	10 82.50
Hackelburg, agent operator.....	10 82.50
Haleyville, agent operator.....	10 109.00
Birmingham, day operator.....	10 97.50
Night operator.....	10 92.00

MISSISSIPPI DIVISION.

Jackson District.

Station and Position.	Rate per Hrs. Month.
Medon, agent operator.....	10 \$ 77.50
Toone, agent operator.....	10 77.50
Bolivar, agent operator.....	10 83.00
Night operator.....	10 86.50
Hickory Valley, agent operator.....	10 77.50
Grand Junction, first operator....	8 89.00
Second operator.....	8 *42.00
Third operator.....	8 †.....
Michigan City, agent operator.....	10 80.50
Lamar, agent operator.....	10 80.50
Holly Springs, ticket agent.....	11 95.00
First operator.....	8 87.50
Second operator.....	8 87.50
Third operator.....	8 87.50
Waterford, agent operator.....	10 77.50
Abbeville, agent operator.....	10 82.50
Oxford, agent operator.....	10 108.50
Night operator.....	10 86.00
Taylor, agent operator.....	10 78.00

Water Valley District.

Water Valley (NE), car distributor	8 \$102.50
(CF), first operator.....	8 92.50
Second operator.....	8 92.50
Third operator.....	8 92.50
Coffeeville, agent operator.....	10 83.00
Torrance, agent operator.....	10 75.00
Grenada, first operator.....	8 98.00
Second operator.....	8 93.00
Third operator.....	8 93.00
Elliot, agent operator.....	10 77.00
Duck Hill, agent operator.....	10 86.00
Winona Tower, day leverman.....	12 76.00
Night leverman.....	12 73.50
Winona, first operator.....	8 89.00
Second operator.....	8 86.50
Third operator.....	8 86.50
Vaiden, agent operator.....	10 84.00
West, agent operator.....	10 84.00
Durant, agent.....	10 132.50
First operator.....	8 92.50
Second operator.....	8 92.50
Third operator.....	8 92.50
Aberdeen Jct., first operator.....	8 82.00
Second operator.....	8 82.00
Goodman, agent operator.....	10 79.00
Pickens, agent operator.....	10 83.50
Night operator.....	10 82.50
Vaughan, agent operator.....	10 77.50
Way, agent operator.....	10 75.00

Grenada District.

Raine, agent	11 \$ 45.00
Horn Lake, agent operator.....	10 71.50

*I. C. R. R. and Southern R. R. each pay one-half.

†Paid and controlled by Southern R. R.

Station and Position.	Rate per Hrs. Month.
Nesbit, agent operator.....	10 \$ 71.50
Hernando, agent operator.....	10 78.00
Love, agent.....	11 64.00
Coldwater, agent operator.....	10 80.00
Senatobia, agent operator.....	10 80.00
Como, agent operator.....	10 80.00
Operator clerk.....	10 77.50
Sardis, agent.....	10 81.50
First operator.....	8 81.00
Second operator.....	8 81.00
Third operator.....	8 81.00
Batesville, agent operator.....	10 75.00
Courtland, agent operator.....	10 70.00
Pope, agent operator.....	10 67.50
Enid, agent operator.....	10 70.00
Oakland, agent operator.....	10 77.50
Tillatoba, agent operator.....	10 70.00
Scobey, agent operator.....	10 67.50
Hardy, agent operator.....	10 67.50

Aberdeen District.

Sallis, agent operator.....	10 \$ 70.00
Kosciusko, agent.....	10 112.50
Day operator.....	10 81.00
Ethel, agent operator.....	10 75.00
McCool, agent operator.....	10 75.00
Weir, agent operator.....	10 75.00
Ackerman, agent.....	10 105.00
First operator.....	8 82.00
Second operator.....	8 82.00
Third operator.....	8 82.00
Sturges, agent operator.....	10 70.00
Longview, agent operator.....	10 67.50
Starkville, agent operator.....	10 95.00
Day operator.....	10 81.00
West Point, agent.....	10 112.50
First operator.....	8 82.00
Second operator.....	8 82.00
Aberdeen, agent.....	10 112.50
Day operator.....	10 77.50
Brilliant, agent operator.....	10 75.00
Relief agent.....	10 108.50

LOUISIANA DIVISION.

Canton District.

Station and Position.	Rate per Hrs. Month.
Canton, first operator.....	8 \$ 95.00
Second operator.....	8 94.00
Third operator.....	8 94.00
Madison, agent operator.....	10 76.50
Tougaloo, agent operator.....	10 78.50
Asylum, first operator leverman....	8 92.00
Second operator leverman....	8 92.00
Third operator leverman....	8 92.00
Jackson, chief operator.....	8 100.00
Second operator.....	8 95.00
Third operator.....	8 95.00
Fourth operator.....	8 95.00
Nogan, first operator leverman....	8 77.50
Second operator leverman....	8 83.00
Third operator leverman....	8 83.00
Byram, agent operator.....	10 82.50
Terry, agent operator.....	10 82.00
Crystal Springs, agent.....	10 81.50
First operator.....	8 84.00
Second operator.....	8 84.00
Gallman, agent operator.....	10 78.50
Hazelhurst, agent operator.....	10 78.00
Wesson, agent operator.....	10 80.00
Day operator.....	10 80.00

Station and Position.		Rate per Hrs. Month.		Station and Position.		Rate per Hrs. Month.	
Brookhaven, first operator lev.....	8	\$	91.50	Kenner, agent operator.....	10	\$	58.00
Second operator leverman....	8		91.50	Harahan Jct., first operator lev....	8		90.00
Third operator leverman.....	8		91.50	Second operator leverman....	8		90.00
Bogue Chitto, agent operator.....	10		80.00	Third operator leverman.....	8		90.00
Norfield, agent operator.....	10		78.00				
Summit, agent operator.....	10		87.00				
Day operator.....	10		80.00				
McComb District.				Yazoo District.			
McComb, chief operator.....	8	\$	110.00	Cynthia, night operator.....	10	\$	85.00
First operator.....	8		101.00	Pocahontas, agent operator.....	10		74.00
Second operator.....	8		101.00	Flora, agent operator.....	10		76.00
Third operator.....	8		101.00	Forlorn, night operator.....	10		85.00
Fernwood, agent.....	10		105.00	Bentonla, agent operator.....	10		75.00
Magnolia, agent operator.....	10		80.00	Anding, agent operator.....	10		72.50
Day operator.....	10		80.00	Tinsley, night operator.....	10		85.00
Chatawa, agent operator.....	10		72.00	Yazoo City, ticket agent.....	11		95.00
Osyka, agent operator.....	10		80.00	First operator.....	8		87.00
Kentwood, agent.....	10		80.00	Second operator.....	8		87.00
Day operator.....	10		80.00	Third operator.....	8		87.00
Tangipahoa, agent operator.....	10		80.00	Eden, agent.....	11		41.00
Night operator.....	10		85.00	Night operator.....	10		85.00
Arcola, agent operator.....	10		71.50	Thornton, agent.....	11		53.00
Roseland, agent operator.....	10		52.50	Bee Lake, agent operator.....	10		80.50
Amite, agent operator.....	10		105.00	Mileston, agent.....	11		55.00
Gullett, agent.....	10		66.50	Night operator.....	10		85.00
Independence, agent operator.....	10		40.00	Gwin, first operator.....	8		96.00
Tickfaw, agent operator.....	10		50.00	Second operator.....	8		96.00
Genesee, agent.....	11		55.00	Third operator.....	8		96.00
Natalbany, agent operator.....	10		72.50	Fourth operator.....	8		96.00
Hammond, agent.....	11		125.00				
First operator.....	8		90.00	General and Relay Offices.			
Second operator.....	8		90.00	New Orleans (BD), chief operator	8	\$	107.00
Third operator.....	8		90.00	First operator.....	8		107.00
Ponchatoula, agent operator.....	10		60.00	Second operator.....	8		107.00
Manchac, agent operator.....	8		82.00	Third operator.....	8		107.00
Second operator.....	8		83.00	(FD), chief operator.....	8		96.00
Third operator.....	8		83.00	First operator.....	8		107.00
Orleans Jct., first operator lev....	8		91.00	Second operator.....	8		107.00
Second operator leverman....	8		91.00	Third operator.....	8		107.00
Third operator leverman.....	8		91.00	Fourth operator.....	8		107.00

International & Great Northern Railway

JAS. A. BAKER, Receiver

THORNWELL FAY, Assistant to Receiver

(EFFECTIVE DECEMBER 1, 1917.)

ARTICLE I.

Definition of Telegrapher.

Any employe, except train dispatchers, performing the duties of a telegrapher, whether termed operator, agent and operator, or otherwise, or any telephone operator required to receive or transmit train orders; also station agents specified in this agreement, will be considered telegraphers within the meaning of these articles.

ARTICLE II.

Investigation and Discipline.

When a telegrapher is suspended or dismissed for an alleged fault, he shall have a fair and impartial investigation within ten days after filing written request therefor with the proper official, and if found not at fault as charged, shall be reinstated and paid for time lost. (It is understood time

lost will include commissions on express and Western Union business as well as the railroad salary.) Written request must be made within ten days from suspension or dismissal.

Telegraphers dissatisfied with result of investigation by the official under whose jurisdiction they are employed, will have the right to appeal to his superior officers within ten days, either in person or through a committee of the Order of Railroad Telegraphers.

ARTICLE III.

Seniority, Promotion and Bulletining of Positions.

Telegraphers will be regarded as in line for promotion, advancement depending on faithful, intelligent and courteous discharge of duty and capacity for greater responsibility. Where these are sufficient,

seniority will govern, division superintendents to be the judges.

Division superintendents will furnish each local chairman an official seniority list in January and July of each year, covering their respective divisions, showing where telegraphers are located.

Seniority will be effective only when vacancies occur or when new positions are created, and will date from the last time of entering the service, and extend over each division.

Vacancies and new positions will be promptly bulletined to all offices on the division on which they occur. Eligible telegraphers will be given ten days in which to apply for same. Such positions will be filled within thirty days.

When a telegrapher loses a regular position through no fault of his own, he shall displace the youngest regular man working at the time and will retain his seniority.

Telegraphers accepting bulletined positions, and after a fair trial found incompetent, will be placed on the extra list with seniority unimpaired.

Temporary positions or vacancies in offices where more than one telegrapher is employed will be filled by advancing telegraphers in those offices according to their seniority, provided it can be done without conflicting with the state or national rest laws.

Temporary positions or vacancies of thirty days or more will be bulletined and filled in accordance with paragraph 4 of this article, the successful applicant's position to be filled from the extra list.

When a position abolished is re-established, within ninety days from date of such abolishment the telegrapher holding the position at the time it was abolished shall have the privilege of assignment to the position without it again being bulletined.

In the event a telegrapher is dismissed from the service and afterwards reinstated to his former position, telegraphers displaced by reason of such reinstatement shall be returned to position held by them at the time the said telegrapher was dismissed.

Senior extra telegraphers, when available and competent, will be used in preference to junior extra telegraphers.

ARTICLE IV.

Manager Station Telegraph Office.

At stations where day telegraphers are employed in addition to agents, the day telegrapher will be considered manager of the telegraph office, except in cases specially authorized by the division superintendent.

ARTICLE V.

Complaints.

Any telegrapher who thinks he has good grounds for complaint in reference to his treatment, will be heard by the division superintendent and his complaint carefully investigated and cause removed, if any found; the complaint in question to be submitted in writing and the matter to be referred to the superior officers if satisfactory disposition cannot be made by the local officials.

ARTICLE VI.

Transferring.

Telegraphers transferred by order of the company or to accept bulletined positions, will be furnished free transportation for themselves, their families and household goods and will suffer no loss of pay; rate of pay to be based on position to which transfer is made.

ARTICLE VII.

Charges in Writing.

Charges against any telegrapher covered by this schedule must be made in writing, and such telegrapher will have the privilege of examining all evidence affecting his case.

ARTICLE VIII.

Service Letters.

Telegraphers on leaving the service will, on request, be given a letter by the proper official, stating time of service, capacity in which employed, and whether he has been dismissed or left the service of his own accord. If dismissed the letter will state the cause.

ARTICLE IX.

Sunday Service.

Telegraphers will not be required to work Sundays or holidays, except when absolutely necessary to protect the company's interests. The foregoing will be as literally interpreted by the company as possible.

The agent-telegrapher at stations where no other telegrapher is employed and the agent and the telegrapher at stations where but one telegrapher is employed and where the agent is not required to perform telegraph service, will not be required to work to exceed a total of three hours in the aggregate on Sundays, each period on duty to be counted not less than one hour and thirty minutes, and the Sunday service to be performed within the limit specified in Article XVI of this agreement for the day's work. If required by competent authority to work in excess of three hours in the aggregate, will be allowed overtime at the rate of fifty cents per hour.

Three hours will constitute a day's work for relay telegraphers, not required to handle train orders, on Sundays. Time worked in excess of three hours will be paid for as overtime at the rate of fifty cents per hour.

Telegraphers will not be required to transmit telegraphic car reports on Sunday.

ARTICLE X.

Leave of Absence to Committeemen.

Telegraphers on committee business, when such business has reference to grievances concerning this company and its telegraphers, will be granted leave of absence and furnished transportation over this company's lines.

ARTICLE XI.

Proper Treatment Accorded.

Orders and instructions to telegraphers will be given in proper language, devoid of abuse and free from unnecessary severity. Telegraphers dissatisfied with the manner in which they are addressed may report the matter to the division superintendent, who

will investigate and make such correction as the circumstances require.

ARTICLE XII.

Leave of Absence to Telegraphers.

Telegraphers will be granted leave of absence from time to time on request and furnished with transportation over this company's lines, so far as the law permits.

Leave of absence will not be granted for more than ninety days; telegraphers absenting themselves for a longer period will lose all rights, except in cases of sickness or injury, or when accepting official positions with the railway company or the organization party to this agreement.

ARTICLE XIII.

Meal Hour.

Day and night telegraphers working ten hours or over per day will be allowed sixty consecutive minutes for meals between the hours of 11:30 and 1:30, day or night, and will receive one hour overtime for each meal hour missed or curtailed at the company's instance, meal hour to be assigned, it being understood that if telegraphers are notified to remain beyond the assigned hour, but are allowed meal hour within the time specified above, no overtime will be paid.

At "H" office Palestine, "MS" office San Antonio, and "CB" office Houston, meal hours will be between the hours of 11:00 and 2:00, day or night.

ARTICLE XIV.

Court Service.

Telegraphers taken from their homes and regular work to attend court as witnesses or for any other cause, will be paid for time lost and hotel and transportation expenses; hotel expenses not to exceed \$3.00 per day.

ARTICLE XV.

Emergency—Steam Shovel, Etc., and Isolated Service.

Doubling will be paid for at regular overtime rates. Duty performed at accidents, washouts, or other emergency service will be paid for at regular overtime rates; \$2.50 to be the minimum pay per day, or fraction thereof, time to be computed from the time they are called to start until they return, except for the time relieved from duty to rest, and will receive no other compensation except actual expenses, not to exceed \$2.00 per day; it being understood that in the event telegraphers at their home stations, called to leave before 7:00 a. m. or returning after 6:00 p. m., will be allowed compensation for breakfast and supper, same to be included in actual expenses, not to exceed \$2.00 per day.

Telegraphers employed less than thirty days in steam-shovel, pile-driver or other similar service, will be paid \$3.00 per day, including Sundays, overtime at the rate of forty cents per hour; it being understood that such service of less than thirty days will not be subject to bulletin.

When telegraphers are used at isolated places, such as Peeler, Cross Timbers and McCormack, for a period of less than thirty

days, they will be paid in accordance with second paragraph of this article; thirty days or over, minimum telegraphers' salary, as shown under Article XX.

ARTICLE XVI.

Length of Day.

At offices where but one telegrapher is employed, ten consecutive hours, commencing between 6:00 and 8:00 o'clock a. m. or p. m., including meal hour, will constitute a day's work.

Eleven consecutive hours, including one hour for meal, will constitute a day's work for exclusive agents not required to perform telegraph service.

At offices where two or more telegraphers are employed, eight consecutive hours will constitute a day's work.

At "MS" office San Antonio, "H" office Palestine, and "CB" office Houston, eight consecutive hours will constitute a day's work for telegraphers who are required to copy or deliver train orders.

Eight consecutive hours will constitute a day's work for relay telegraphers who are not required to copy or deliver train orders.

Nine and one-half consecutive hours, including thirty consecutive minutes for one meal, will constitute a day's work for the manager of "H" office Palestine, and ten consecutive hours, including sixty consecutive minutes for one meal, will constitute a day's work for the manager of "CB" office Houston.

ARTICLE XVII.

Computation of Overtime.

Overtime shall be computed pro rata on fixed salary, but in no case less than forty cents per hour. In computing overtime, except as otherwise provided, less than thirty minutes will not be counted; over thirty minutes and less than sixty minutes will be counted as one hour.

ARTICLE XVIII.

Overtime for Service Rendered Outside of Regular Hours.

Telegraphers required to remain on duty by competent authority in excess of number of hours constituting a day's work will receive regular overtime rate.

Telegraphers, as per Article I, required to return to their office outside of regular assigned hours for any service by request of dispatcher, conductor or other authorized person, will receive fifty-five cents for the first hour or fraction thereof and regular overtime rates thereafter until relieved.

Telegraphers required to meet trains within one hour before or after their regular working hours, will receive forty cents for such service, and regular overtime rates thereafter, if held by competent authority to exceed one hour.

Telegraphers required to meet trains earlier or later than one hour before or after their regular working hours will receive fifty-five cents for such service and regular overtime thereafter, if held by competent authority to exceed one hour.

ARTICLE XIX.

Temporary Transfer from Regular Positions.

Telegraphers temporarily transferred from their regular positions to a position paying a lower rate, will be paid at their regular or assigned rate, and will be paid for any time lost in making transfer. Regular telegraphers temporarily transferred to a position paying a higher rate than their regular rate, will be paid at the higher rate, and paid for time lost, if any, at the higher rate.

Regular telegraphers will not be taken from their homes to fill other positions against their wishes, except in case of emergency, and then not for a period in excess of five days.

ARTICLE XX.

Minimum Salary for Telegraphers, Other Than Agent-Telegraphers.

The minimum salary of telegraphers shall be \$75.00 per month. (This does not apply to agent-telegraphers.)

ARTICLE XXI.

Care of Switch and Interlocker Lamps.

Where telegraphers are required to care for switch or interlocker lamps, they will be paid \$1.00 per lamp per month.

ARTICLE XXII.

Vacancies in Certain Offices.

When vacancies occur in "H" office Palestine, "CB" office Houston, "MS" office San Antonio, and train dispatcher's office Palestine and Mart, same shall be filled by telegraphers holding regular positions in those offices in preference to telegraphers on any division. When last telegrapher has thus been advanced, other positions thereby made vacant shall be bulletined and filled in accordance with Article III.

Vacancies in "H" office Palestine and "CB" office Houston will be bulletined to all offices by the superintendent of telegraph and filled in accordance with Article III; except that vacancy in position of manager of "H" office, Palestine, will be filled by the superintendent of telegraph from the ranks of the telegraphers in the employ of the company, without bulletining, consideration, however, to be given to men in the order of their seniority.

ARTICLE XXIII.

Seniority of Telegraphers Promoted to Positions of Cashier, Etc.

Telegraphers promoted to position of cashier or chief clerk at stations, positions in "H" office Palestine and "CB" office Houston, shall hold seniority only on the division from which they are promoted.

Telegraphers employed in "H" office Palestine or "CB" office Houston, who have not been promoted from some division, will be carried on the seniority list of the Gulf Division. This does not operate to change any seniority as shown on the date this agreement becomes effective.

ARTICLE XXIV.

Bonds.

Telegraphers under bond will be given in writing, upon application in writing, within sixty days from cancellation or refusal to issue bond in their behalf, the reasons given by the bonding company why they are unsatisfactory to the authorized bonding company.

ARTICLE XXV.

New Positions Created.

When new positions are created compensation shall be fixed to conform with positions of a similar class.

ARTICLE XXVI.

Care of Batteries.

Telegraphers shall not be required to maintain main line batteries, nor local batteries at Valley Junction or points where linemen are stationed, or at points where ten or more cells of batteries are maintained.

ARTICLE XXVII.

Transfer Account Leave of Absence.

When granted leave of absence, the outgoing and incoming telegrapher will each be paid for one full day of first transfer. On return transfer, only the outgoing telegrapher will be paid.

ARTICLE XXVIII.

Notification When Compensation Is Not Allowed.

Telegraphers will be notified in writing as promptly as possible when claim for overtime or for compensation on any other account is not allowed.

ARTICLE XXIX.

Salaried Chairman.

Any telegrapher assigned by the telegraphers' committee to the position of salaried chairman on committee work will not be discriminated against for such service, and will be allowed necessary leave of absence and transportation over this company's lines, and will not lose his seniority.

ARTICLE XXX.

Trading of Positions.

The trading of positions will not be allowed, except by agreement between the company and the general committee.

ARTICLE XXXI.

Salary of Agent-Telegrapher When Relieved of Telegraphing.

Should the agent-telegrapher at any station be relieved of the telegraphing and furnished an operator, the salary and agency shall be maintained as shown in this agreement.

ARTICLE XXXII.

Readjustment of Salaries When Express Agency Withdrawn.

In case the express agency is withdrawn from any station (unless by the request of the agent affected) compensation of the agent shall be readjusted to conform to the rate paid at other stations of similar im-

portance on the division, where the railroad agent does not act also as express agent.

ARTICLE XXXIII.

Care of Station Buildings.

Telegraphers will not be required to scrub floors or clean outhouses. The company will allow a reasonable amount for extra labor to perform such service. It will be their duty, however, to see that the stations and outhouses are kept clean.

ARTICLE XXXIV.

Distribution and Care of Copies of Rules and Regulations.

A copy of these Rules and Regulations will be furnished by the company to each telegrapher affected for file in his office for the benefit of all telegraphers concerned, and it shall be the duty of each telegrapher to preserve same and turn it over to his successor the same as other property of the station.

ARTICLE XXXV.

Salaries and Bulletining of Star Stations.

Minimum Salaries Per Month, Exclusive of Express or Other Commissions or Deductions of Any Character Other Than Hospital Dues and Bond Premium.

Positions marked with a star (*) are to be filled jointly by the operating and traffic departments from the ranks of telegraphers in the employ of the company. These positions will be bulletined, when vacancies occur, by the superintendent of the division having jurisdiction, for a period of ten days, and will be filled within thirty days. All telegraphers coming under the purview of this agreement will have the right to make application for same, and their applications will be considered according to ability. Telegraphers appointed to such positions will not forfeit thereby their seniority rights on the division from which appointment is made.

GULF DIVISION.

Station and Position.	Rate Per Month.
Kilgore, agent telegrapher.....	\$ 80.00
Overton, agent.....	85.00
Cashier telegrapher.....	82.50
Arp, agent telegrapher.....	60.00
Troup, agent.....	120.00
First telegrapher.....	80.00
Second telegrapher.....	77.50
Third telegrapher.....	77.50
Lindale, agent telegrapher.....	65.00
Tyler, clerk telegrapher.....	85.00
Jacksonville, *agent.....	125.00
First telegrapher.....	80.00
Second telegrapher.....	80.00
Third telegrapher.....	77.50
Neches, agent telegrapher.....	78.50
Palestine (H) Office, manager.....	117.50
(H) Office, first telegrapher.....	102.50
(H) Office, second telegrapher.....	100.00
(H) Office, third telegrapher.....	100.00
Elkhart, agent telegrapher.....	78.50
Grapeland, agent telegrapher.....	77.50
Crockett, agent.....	121.50
Cashier telegrapher.....	87.50
Second telegrapher.....	77.50
Lovelady, agent telegrapher.....	105.00

Station and Position.	Rate Per Month.
Trinity, agent.....	\$121.50
First telegrapher.....	85.00
Second telegrapher.....	80.00
Third telegrapher.....	80.00
Riverside, agent telegrapher.....	76.00
Dodge, agent telegrapher.....	106.50
Phelps, agent telegrapher.....	80.00
Huntsville, agent telegrapher.....	115.00
New Waverly, agent telegrapher.....	87.50
Willis, agent telegrapher.....	85.00
Conroe, first telegrapher.....	81.75
Second telegrapher.....	81.75
Third telegrapher.....	81.75
Spring, agent telegrapher.....	90.00
Sellers, first telegrapher.....	87.50
Second telegrapher.....	85.00
Third telegrapher.....	85.00
Houston (GN) Office, first telegrapher.....	90.00
(GN) Office, second telegrapher.....	90.00
(GN) Office, third telegrapher.....	90.00
Houston (CB) Office, manager.....	115.00
(CB) Office, telegrapher.....	102.50
(CB) Office, telegrapher.....	102.50
(CB) Office, telegrapher.....	102.50
Galveston (City) Office, clerk tel.....	85.00
Henderson, agent telegrapher.....	115.00
Anchor, agent telegrapher.....	72.50
East Columbia, agent telegrapher.....	77.50
Oakwood, agent telegrapher.....	92.50
Buffalo, agent telegrapher.....	80.00
Jewett, agent telegrapher.....	92.50
Marquez, agent telegrapher.....	77.50
Easterly, agent telegrapher.....	72.50
Franklin, agent telegrapher.....	87.00
Hearne, *agent.....	100.00
Clerk telegrapher.....	33.50
Valley Junction, first telegrapher.....	88.50
Second telegrapher.....	88.50
Third telegrapher.....	88.50
Gause, agent telegrapher.....	85.00
Rockdale, first telegrapher.....	82.50
Second telegrapher.....	82.50
Third telegrapher.....	82.50
Thorndale, agent.....	105.00
Cashier telegrapher.....	85.00
Thrall, agent.....	100.00

SAN ANTONIO DIVISION.

Station and Position.	Rate per Month.
Taylor, first telegrapher.....	\$ 92.50
Second telegrapher.....	90.00
Third telegrapher.....	90.00
Hutto, agent telegrapher.....	85.00
Round Rock, agent.....	90.00
Telegrapher.....	82.50
Georgetown, *agent.....	121.50
McNeil, agent telegrapher.....	86.00
Austin (F) Office, first telegrapher.....	85.00
(F) Office, second telegrapher.....	85.00
(F) Office, third telegrapher.....	85.00
(City) Office, clerk telegrapher.....	85.00
Manchaca, agent telegrapher.....	76.00
Buda, agent telegrapher.....	90.00
Second telegrapher.....	77.50
Third telegrapher.....	77.50
Kyle, agent telegrapher.....	95.00
M. K. & T. Jct., first telegrapher.....	78.50
Second telegrapher.....	78.50
Third telegrapher.....	78.50
San Marcos, *agent.....	125.00
Hunter, agent telegrapher.....	76.50
Goodwin, agent telegrapher.....	72.50

Station and Position.	Rate Per Month.	Station and Position.	Rate Per Month.
New Braunfels, ticket clerk telegrapher.....	\$100.00	Mart, *agent.....	\$125.00
Second telegrapher.....	78.75	(GB) Office, clerk telegrapher.....	76.00
Third telegrapher.....	78.75	(BA) Office, first telegrapher.....	88.50
Bracken, agent telegrapher.....	77.50	(BA) Office, second telegrapher.....	88.50
Wetmore, agent telegrapher.....	70.00	Otto, agent telegrapher.....	87.50
San Antonio (MS) Office, telegrapher.....	102.50	Marlin, *agent.....	120.00
(MS) Office, telegrapher.....	102.50	First telegrapher.....	77.50
(MS) Office, telegrapher.....	102.50	Second telegrapher.....	77.50
(City) Office, clerk telegrapher.....	92.50	Third telegrapher.....	77.50
Von Ormy, agent telegrapher.....	70.00	Highbank, agent telegrapher.....	75.00
Kirk, agent telegrapher.....	82.50	Calvert, agent telegrapher.....	105.00
Lytle, agent telegrapher.....	94.00	Calvert Junction, agent telegrapher.....	81.50
Devine, agent telegrapher.....	111.50	Mumford, agent telegrapher.....	80.00
Moore, agent telegrapher.....	87.00	Bryan, *agent.....	125.00
Pearsall, agent telegrapher.....	101.50	College Station, agent telegrapher.....	102.50
Dilley, agent telegrapher.....	96.50	Cawnton, agent telegrapher.....	65.00
Millett, agent telegrapher.....	77.50	Navasota, clerk telegrapher.....	85.00
Gardendale, agent telegrapher.....	77.00	Stoneham, agent telegrapher.....	77.00
Cotulla, agent.....	111.50	Magnolia, agent telegrapher.....	75.00
First telegrapher.....	77.50	Hufsmith, agent telegrapher.....	72.50
Second telegrapher.....	77.50	Anderson, agent telegrapher.....	72.50
Third telegrapher.....	75.00	Bedias, agent telegrapher.....	72.50
Encinal, agent telegrapher.....	106.50	Madisonville, agent telegrapher.....	95.00
Laredo, first telegrapher.....	87.00		
Second telegrapher.....	87.00		
Third telegrapher.....	82.50		

FORT WORTH DIVISION.

Station and Position.	Rate per Month.
Everman, agent telegrapher.....	\$ 77.00
Lillian, agent telegrapher.....	78.50
Venus, agent telegrapher.....	102.50
Maypearl, agent telegrapher.....	90.00
Italy, *agent.....	100.00
First telegrapher.....	77.50
Second telegrapher.....	77.50
Third telegrapher.....	77.50
Mertens, agent telegrapher.....	90.00
Irene, agent telegrapher.....	83.50
Malone, agent telegrapher.....	83.50
Penelope, agent telegrapher.....	90.00
Leroy, agent telegrapher.....	78.50
Hallsburg, agent telegrapher.....	70.00

The parties hereto mutually agree that the above agreement as to rules and rates of pay be effective December 1, 1917, and that there shall be no change therein until after thirty days' notice has been given by either party to the other; it is also agreed that all former rates, rules and regulations are void and that a schedule based on the present agreement shall supersede the same.

C. W. L. MICKLEY,
Supt. of Telegraph.
S. E. BURKHEAD,
Asst. Gen. Manager.

Approved:

A. G. WHITTINGTON,
General Manager.

T. C. BERRY, General Chairman.

J. D. MADENFORD, Local Chairman.

J. L. THOMPSON, Local Chairman.
Committee.

Iowa Central Railway Company

AND OPERATED LINES

(EFFECTIVE APRIL 1, 1911.)

The following rules and rates of pay will govern the employment of telegraphers and station agents on this company's and operated lines:

ARTICLE I.

Employees Coming Under Schedule.

All employees, performing the duties of telegrapher, whether termed agent, assistant agent, or otherwise, also station agents incorporated in the accompanying wage scale, will be considered telegraphers within the meaning of this schedule and are so-called herein.

ARTICLE II.

Additional Positions.

When additional positions are created, that come under the provisions of Article I,

these rules and regulations will apply and compensation will be fixed to conform with positions of similar class provided for in rates of pay.

ARTICLE III.

Appealing Case.

In case of suspension or dismissal of any telegrapher, he may, if he desires, have an investigation by the superintendent. Such request shall be made in writing within ten days following date of suspension or dismissal, and the investigation shall be begun as soon as possible, but within ten days following date of request. When he considers he has been unjustly treated, he will have the right to appeal to officers higher in rank. The telegrapher shall have full opportunity to present his case and may be accompanied

by a fellow employe. If the suspension or dismissal is found to be without just cause, the telegrapher shall be reinstated and paid for the time lost.

ARTICLE IV.

Service Letters.

Telegraphers leaving the service of the company for any cause will be given a letter stating the time and character of service, and if dismissed the cause therefor.

ARTICLE V.

Express Commissions.

Telegraphers serving as agents for the express companies will receive their commission.

ARTICLE VI.

Bulletining Vacancies.

Section A. When a vacancy occurs, or a new position is created, telegraphers will be given telegraphic or written notice of the same within ten days, together with location and rate of pay. Telegraphers failing to make application for such positions within ten days will lose their rights to the same.

Sec. B. A vacancy will be filled within thirty days after it occurs by the appointment of the man entitled to it.

Sec. C. Telegraphers not desiring to accept promotion when offered, will not lose their rights to vacancies occurring thereafter.

ARTICLE VII.

Promotion.

Section A. Telegraphers will be considered in line for promotion, advancement depending upon faithful discharge of duties and capacity for increased responsibility. Merit and competency being sufficient, seniority will govern, the superintendent to be the judge subject to appeal.

Incompetent.

Sec. B. Telegraphers found to be incompetent for positions to which promoted will be placed, on the extra list, but will not forfeit seniority rights.

Reduction of Force.

Sec. C. When necessary to reduce force, men most recently employed will be laid off or dismissed. When force is increased, preference will be given the telegraphers laid off on account of reduction in force, if available in five days. Telegraphers out of service four months or more, except in case of sickness, will lose their seniority rights.

ARTICLE VIII.

Seniority.

Section A. A seniority list of telegraphers will be in the superintendent's office available for examination by employes interested. A copy will be furnished the chairman of the telegraphers committee in January of each year.

Sec. B. Seniority of telegraphers will be effective only when vacancies occur or when new positions are created; existing rights will not be disturbed.

ARTICLE IX.

Hours of Service, One-Man Office.

Section A. At offices where only one telegrapher is employed twelve (12) consecutive hours including meal hour will constitute a day, the twelve (12) hours to be between 6:00 and 7:00 a. m. or p. m.

Hours of Service, Two-Men Office, Days.

Sec. B. Where two telegraphers are employed at offices operated during the day, twelve (12) consecutive hours, including meal hour, between 6:00 and 7:00 a. m. or p. m., will constitute a day's work.

Hours of Service, Two or More Men Office.

Sec. C. Where two or more telegraphers are employed, nine (9) hours actual service within a period of twelve (12) hours will constitute a day's work. No trick will be split more than once. Meal hour will not be considered a split.

Hours of Service Branch.

Sec. D. At stations on branch lines eleven (11) consecutive hours including meal hour, will constitute a day's work. The eleven (11) hours to be between 5:00 a. m. and 9:00 p. m., but they may be required to meet one regularly scheduled train outside of their regular hours of duty between 5:00 a. m. and 9:00 p. m., without extra compensation and will remain on duty one (1) hour if necessary.

Dinner Hour.

Sec. E. When practicable telegraphers will be allowed one (1) hour for meal between 11:30 and 1:30 or between 6:00 and 8:00 a. m. or p. m. When forty-five (45) minutes is not allowed between those hours for meals, at other than continuously operated stations, twenty (20) minutes will be allowed for lunch and one (1) hour overtime paid for.

ARTICLE X.

Overtime.

Section A. Telegraphers working nine (9) hours or more, if required to remain on duty by instructions of proper authority, in excess of the assigned hours, will be paid overtime pro rata with their salaries, but not less than thirty (30) cents per hour. When called to the office for any purpose before or after regular hours, they shall be paid fifty (50) cents for each call, except telegraphers living in the station building, who will receive twenty-five (25) cents per hour for such call and if kept on duty longer than one (1) hour shall receive overtime pro rata, but not less than thirty (30) cents per hour after the first hour. In computing overtime less than thirty (30) minutes will not be counted; thirty (30) minutes and less than sixty (60) minutes will be counted one (1) hour.

Sec. B. Overtime will not be allowed unless reported to chief dispatcher within forty-eight (48) hours after the service has been performed on blanks furnished for that purpose by the company. Telegraphers will be notified promptly when overtime claimed is not allowed, and reason for disallowance given.

Sunday Work.

Sec. C. Telegraphers will be excused from duty on Sunday as far as practicable without reduction of pay.

ARTICLE XI.

Scrubbing.

Section A. Telegraphers will not be required to scrub stations or outbuildings, or shovel snow from platforms.

Switch Lights.

Sec. B. At stations where warehouse men or helpers are employed they will be required to care for switch lights. At stations where telegraphers are required to care for switch lights, they will be paid \$3.00 per month for four lights or less, and fifty (50) cents for each additional lamp. This does not apply to train order signals, platform lamps or signal lamps connected with interlocking plants.

ARTICLE XII.

Running Pumps.

At stations where telegraphers are required to care for a steam, electric or gasoline pump, \$7.50 per month will be allowed for such service.

ARTICLE XIII.

Control of Telegraphers.

Telegraphers at stations will be under the immediate control of the agent and perform such duties pertaining to the station to which they are assigned as may be required of them by the agent.

ARTICLE XIV.

Transfers.

Telegraphers transferred by order of the company or to accept bulletined positions will be furnished with free transportation for themselves, their family and household goods, and suffer no loss of pay. When granted a leave of absence, both the outgoing and incoming telegrapher will be paid for the day of first transfer. At the time of the second transfer, the outgoing telegrapher only will be paid for that day. Telegraphers desiring to be checked in after leave of absence, will give the superintendent at least five (5) days advance notice and if check is delayed thereafter, will receive pay for such additional time as they are held out of service.

ARTICLE XV.

Attending Court.

Telegraphers ordered to attend court or on other business of the company will be paid their regular wages. If away from home station they will be allowed necessary expenses, the company being entitled to their mileage and witness fees. Telegraphers performing duty at wrecks, washouts or other emergency offices will be paid \$2.50 per day; time to be allowed from time they start from, until they return to home station.

ARTICLE XVI.

Relief Work.

Extra relief telegraphers will be paid wages of telegraphers they relieve and their due proportion of the express commission.

ARTICLE XVII.

Interpretation.

Should any disagreement or misunderstanding arise as to the meaning of any of

these rules, or the construction to be placed on them, the matter will be decided by the committee appealing to the proper officers in rank.

ARTICLE XVIII.

Revision.

The foregoing agreement will take effect April 1, 1911, and remain in force for one year and thereafter subject to thirty days' written notice from either party to the other of a desire for revision, and until such negotiations for such revision are completed. All previous schedules of wages, rules and regulations governing employment of telegraphers are hereby made void.

Station and Position.	Rate per Month.
Mason City, first telegrapher.....	\$ 61.00
Second telegrapher.....	57.00
Rockwell, agent telegrapher.....	61.50
Sheffield, agent telegrapher.....	59.00
Chapin, agent telegrapher.....	54.50
Hampton, first telegrapher.....	59.50
Second telegrapher.....	54.50
Third telegrapher.....	54.50
Agent.....	77.00
Geneva, agent telegrapher.....	54.50
Ackley, agent.....	75.00
First telegrapher.....	61.00
Second telegrapher.....	57.00
Abbott, agent telegrapher.....	54.50
Steamboat Rock, agent telegrapher...	56.50
Eldora, agent.....	75.00
First telegrapher.....	59.00
Union, agent telegrapher.....	59.00
Liscomb, agent telegrapher.....	54.50
Albion, agent telegrapher.....	54.50
Marshalltown, first telegrapher.....	62.00
Second telegrapher.....	60.00
Third telegrapher.....	60.00
Pickering (joint), agent.....	34.00
First telegrapher.....	28.50
Second telegrapher.....	28.50
Gilman, agent telegrapher.....	58.50
Newburg, agent telegrapher.....	54.50
Grinnell, agent.....	83.00
First telegrapher and cashier.....	70.00
Second telegrapher.....	60.00
Third telegrapher.....	60.00
Searsboro, agent telegrapher.....	54.50
New Sharon, agent.....	54.50
First telegrapher.....	59.50
Second telegrapher.....	59.50
Oskaloosa, first telegrapher.....	68.00
Second telegrapher.....	68.00
Eddyville, agent telegrapher.....	54.50
Albia, agent.....	87.50
First telegrapher.....	62.00
Second telegrapher.....	60.00
Third telegrapher.....	60.00
Wright, agent telegrapher.....	54.50
Fremont, agent telegrapher.....	57.00
Hedrick (joint), agent.....	37.50
First telegrapher.....	29.50
Second telegrapher.....	33.25
Martinsburg, agent telegrapher.....	54.50
Ollie, agent telegrapher.....	54.50
Richland, agent telegrapher.....	56.50
Brighton, agent telegrapher.....	60.00
First telegrapher.....	54.50
Wayland, agent telegrapher.....	56.50
Olds, agent telegrapher.....	60.00
First telegrapher.....	54.50
Winfield, agent telegrapher.....	60.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Marsh, agent telegrapher.....	\$ 54.50	Algona, agent telegrapher.....	\$ 65.00
Morning Sun, agent telegrapher.....	69.00	St. Benedict, agent telegrapher.....	50.00
Newport, agent telegrapher.....	54.50	Corwith, agent telegrapher.....	62.00
Elrick Jct., agent telegrapher.....	54.50	Kanawha, agent telegrapher.....	57.50
First telegrapher.....	54.50	Belmond, agent telegrapher.....	67.00
Second telegrapher.....	54.50	Alexander, agent telegrapher.....	50.00
Oakville, agent telegrapher.....	57.50	Latimer, agent telegrapher.....	50.00
Keithsburg, agent telegrapher.....	65.00	Bromley, agent telegrapher.....	50.00
First telegrapher.....	54.50	Clemons Grove, agent telegrapher....	50.00
Second telegrapher.....	54.50	St. Anthony, agent telegrapher.....	50.00
Seaton, agent telegrapher.....	59.00	Zearing, agent telegrapher.....	51.00
Little York, agent telegrapher.....	58.50	McCallsburg, agent telegrapher.....	52.00
Eleanor, agent telegrapher.....	54.50	Roland, agent telegrapher.....	50.00
Monmouth, first telegrapher.....	61.00	Story City, agent telegrapher.....	60.00
Second telegrapher.....	61.00	Laurel, agent telegrapher.....	50.00
Third telegrapher.....	60.00	Van Cleve, agent telegrapher.....	50.00
Berwick, agent telegrapher.....	56.50	State Center, agent telegrapher.....	50.00
Abingdon, agent telegrapher.....	70.00	Montezuma, agent telegrapher.....	65.00
First telegrapher.....	54.50	Taintor, agent telegrapher.....	50.00
London Mills, agent telegrapher.....	57.50	Lynnville, agent telegrapher.....	52.50
First telegrapher.....	54.50	Sully, agent telegrapher.....	50.00
Rapatee, agent telegrapher.....	54.50	Killduff, agent telegrapher.....	50.00
Middle Grove, agent telegrapher.....	59.00	Newton, agent telegrapher.....	80.00
Farmington, agent telegrapher.....	73.00		
First telegrapher.....	55.00	For the Company:	
Second telegrapher.....	54.50	H. G. KRUSE,	
Cramers, agent telegrapher.....	54.50	Superintendent.	
Trivoli, agent telegrapher.....	54.50	For the Telegraphers:	
Hanna, agent telegrapher.....	60.00	A. CHRISTIANSEN,	
Bartlett, agent telegrapher.....	75.00	F. A. McCLAREN,	
Maxwell, first telegrapher.....	54.50	W. H. EARP.	
Second telegrapher.....	54.50	Approved:	
Third telegrapher.....	54.50	W. G. BIERD,	
Peoria, day telegrapher.....	60.00	Vice-Pres. & Gen'l Mgr.	

Kanawha & Michigan

(EFFECTIVE AUGUST 1, 1917.)

ARTICLE I.

All telegraph operators, telephone operators and station agents specified in this schedule will be considered telegraphers within the meaning of these articles, irrespective of title by which designated, or character of service performed and will be governed by the regulations and paid at the rates specified herein.

ARTICLE II.

When new positions are created, the wages will be fixed to conform to positions of a similar class. When a station or telegraph office has been closed for a period of thirty days and is reopened, it will be treated as a new office and the salary will be fixed to conform with stations or offices of like class.

ARTICLE III.

Telegraphers will be regarded as in line of promotion, advancement depending on faithful discharge of their duty and capacity for increased responsibility, according to the judgment of the proper officer of the company; seniority will prevail. When vacancies occur or new positions are created, they will be advertised within ten days and applications must be filed within five days.

The position will be permanently filled within twenty days. In filling temporary vacancies of fifteen days or more, the oldest competent extra telegrapher in the service will be given preference. Any telegrapher accepting and being assigned to an advertised position will not be eligible to the position vacated by him until same shall have been declined by all telegraphers, or it is advertised a second time. In the event of a reduction in force, retention in service will be governed by seniority, together with merit, capacity and qualifications, based on the judgment of the proper officer of the company. Telegraphers will retain their seniority on the extra list. Telegraphers refusing promotion will not lose their seniority.

ARTICLE IV.

No telegrapher will be suspended or discharged from the service of the company without just cause and will be given prompt hearing within five days, before the chief train dispatcher, and will be notified promptly of the decision rendered.

If he considers his punishment unjust he may appeal within ten days, personally, or by his representative, to the general superintendent, and if, upon investigation, it is found the punishment is unjust, he will be reinstated and paid for time lost.

ARTICLE V.

Where but one telegrapher is employed in twenty-four hours, eleven (11) consecutive hours commencing between 6:00 a. m. and 8:00 a. m. or between 6:00 p. m. and 8:00 p. m., including meal hour, will constitute a day's work.

Where two telegraphers are employed, eight and one-half (8½) hours will constitute a day's work.

Where three telegraphers are employed, eight (8) consecutive hours will constitute a day's work.

Telegraphers working more than eight hours and thirty minutes per day, sixty consecutive minutes will be allowed for meal hour, beginning between 11:00 and 1:00 o'clock, day or night.

ARTICLE VI.

When ordered by proper authority to remain on duty for telegraph service or meeting trains in excess of the regular number of hours provided for, they will be paid overtime at the rate of thirty-five (35) cents per hour for such extra service.

ARTICLE VII.

If called to office after completing regular hours of service, or being relieved they will be paid sixty (60) cents for the call, including the first hour, and thirty-five (35) cents per hour for each hour held on duty thereafter.

ARTICLE VIII.

Overtime is time worked in excess of the regular hours and shall be paid for at the rate of thirty-five (35) cents per hour for every consecutive hour worked until relieved, regardless of location.

In computing overtime, less than thirty minutes will not be counted. Thirty minutes and less than sixty minutes will be counted one hour. Overtime will not be allowed unless reported to the chief train dispatcher within forty-eight hours after the service is performed.

ARTICLE IX.

Telegraphers required to handle switch or crossing lamps will be paid one dollar per lamp per month for two or less lamps, and fifty cents for each additional lamp.

ARTICLE X.

Telegraphers required to attend court or be absent from home on company business will be allowed regular pay, transportation and reasonable expenses, with a maximum of three dollars (\$3.00) per day, all witness fees go to the company.

ARTICLE XI.

Telegraphers who have been in the service three or more years, who also work on Sundays, will be given ten (10) days' vacation annually with pay, or in lieu thereof, additional compensation for ten days at their regular rate of pay.

ARTICLE XII.

Telegraphers transferred by order of the company, or to accept bulletined positions, will be furnished free transportation for

themselves, wholly dependent members of their families and effects, and will be allowed regular pay while in transit and making transfer at the rate of pay of position from which transferred. Telegraphers will be allowed a reasonable time (not to exceed four days, and without pay) to arrange for shipment of his household goods, if so desired.

ARTICLE XIII.

Telegraphers will not be permitted to trade positions permanently.

ARTICLE XIV.

Telegraphers will be granted a leave of absence from time to time, provided such leave of absence does not interfere with business of the company, not to exceed sixty (60) days, except in cases of sickness or injury.

ARTICLE XV.

Where more than eight cells of local battery are in use telegraphers will not be required to clean them.

ARTICLE XVI.

Ice will be furnished during the summer months at stations where the drinking water is bad or where there is no well.

ARTICLE XVII.

Telegraphers and station agents who have been in the service of the company for a period of five years or more will be furnished annual passes and those who have been in the service for ten years or more will be granted annual passes for themselves and wife.

ARTICLE XVIII.

A revised seniority list will be furnished the general chairman in January and July of each year.

ARTICLE XIX.

There shall be no change in the foregoing rules or the following wage scale, except on thirty days' notice by either party.

For the Railway Co.:

A. N. LYON,
General Supt.

For the Telegraphers:

A. P. HINES,
N. HELSEL,
C. R. ROBINSON,
Committee.

WAGE SCALE.

OHIO DIVISION.

Station and Position.	Rate per Month.
Burr Oak, night operator.....	\$ 76.00
Glouster, first operator.....	76.00
Second operator.....	76.00
Trimble, agent.....	65.00
Jacksonville, agent operator.....	76.00
Doty, night operator.....	76.00
Millfield, agent.....	60.00
Chauncey, agent operator.....	83.00
Second operator.....	76.00
Third operator.....	71.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Albany, agent operator.....	\$ 82.00	Lock Seven, agent.....	\$ 61.25
Second operator.....	76.00	Sattes, agent operator.....	72.50
Third operator.....	72.00	Dunbar, agent.....	90.00
Carpenter, agent operator.....	79.00	West Charleston, agent.....	90.00
Dyesville, agent.....	45.00	Operator clerk.....	78.00
Dexter, agent operator.....	77.00	Watts St., agent.....	70.00
Second operator.....	75.00	Charleston (RN), operator.....	80.00
Third operator.....	72.00	(CA), operator.....	80.00
Langsville, agent operator.....	75.00	Dana, agent operator.....	87.00
Rutland, agent operator.....	78.50	Malden, agent.....	60.00
Hobson, agent.....	85.00	Dickinson, first operator.....	77.00
(HU), operator.....	80.00	Second operator.....	77.00
Point Pleasant, first operator.....	77.00	Third operator.....	74.00
Second operator.....	77.00	Cedar Grove, agent operator.....	77.00
Third operator.....	74.00	Operator clerk.....	73.00
Beech Hill, night operator.....	76.00	London, agent operator.....	76.00
Leon, agent operator.....	79.00	Vannelson, agent.....	67.50
Arbuckle, agent operator.....	79.00	Smithers, agent operator.....	90.00
Buffalo, agent operator.....	79.00	Longacre, agent.....	63.50
Rumer, night operator.....	76.00	Boomer, agent operator.....	83.00
Red House, agent operator.....	81.00	Glenn Ferris, agent.....	63.50
Plymouth, agent.....	61.25	Gauley Bridge, agent.....	90.00
Black Betsey, agent operator.....	83.00	Operator clerk.....	78.00
Raymond City, agent operator.....	83.00	Relief agent.....	95.00

The Kansas City Southern Railway Company Texarkana & Ft. Smith Railway Company

(EFFECTIVE APRIL 1, 1917.)

ARTICLE I.

Telegraphers Defined.

This schedule applies to all agent-telegraphers and telegraphers, and also to such agents as are specified in Article XIX, except that said agents who are not required to perform telegraph service are not subject to nor affected by the provisions of Articles II, IV, V, VII and VIII of this agreement.

ARTICLE II.

Minimum Salary.

Not less than minimum salary established for the district will be paid to telegraphers employed in re-opening telegraph stations closed, and for new positions established, or when the commercial telegraphing is taken away from a railroad office and the office becomes a straight railroad office, salaries will be established that conform with positions of the same class on that division.

ARTICLE III.

Transfers.

Regular assigned employees covered by this agreement, transferred at the direction of an officer of the company, will, so far as the company can legally, be furnished free transportation for themselves, dependent members of their families and household effects, and will be allowed for time while in transit and in making such transfer, in event any time is lost, rate of pay to be based on position left.

ARTICLE IV.

Emergency.

Doubling will be paid for at regular overtime rates. Regularly assigned telegraphers, performing telegraph service at accidents, washouts and like emergency offices, will be paid at regular overtime rate, but will be allowed not less than they would have earned on their regular assignment, allowance for the emergency service to begin at time telegrapher leaves point of regular assignment, and continue until returned to point of regular assignment, less periods released for rest and in compliance with the law. When the service performed is away from home, necessary expenses will be allowed at rate of 50 cents per meal and 50 cents per bed.

ARTICLE V.

Overtime.

(a) When employees covered by this agreement are required to remain on duty in the performance of any service required by the company in excess of the regular hours constituting a day's work, they will be paid overtime at the regular overtime rate.

(b) The rate for overtime will be 35 cents per hour for all telegraphers, except for telegraphers in general offices Kansas City and Texarkana and dispatchers' offices at Pittsburg, Heavener, Trigg Street and Shreveport. The rate for overtime in these offices will be 40 cents per hour.

(c) In computing overtime, less than thirty minutes will not be counted. Thirty minutes and over will be counted as one hour up to one hour and twenty-nine min-

utes. Employees are required to mail overtime tickets within forty-eight hours after service is performed and will be promptly notified when claims for overtime or other compensation is not allowed.

(d) When employees covered by this agreement are called or instructed to come on duty before or after the regular established hours, they will be allowed 50 cents for the first hour or fraction thereof and regular overtime after the first hour.

ARTICLE VI.

Attending Court and Investigations.

For attending court or investigations by instructions of an officer of the company, full salary for time lost will be allowed. Expenses while away from home will be allowed at rate of 50 cents for meals and 50 cents for bed.

In case a telegrapher performing night service is instructed by proper officer to attend court during day, he will receive overtime while so engaged even though no time is lost. The railway company will be entitled to mileage and witness fees.

ARTICLE VII.

Hours of Service.

(a) At stations where one employee covered by the agreement is employed, eleven consecutive hours, commencing between 6:00 and 8:00 o'clock a. m. or p. m., including meal hour, will constitute a day's work.

(b) At stations where two or more employees covered by this agreement who are required to perform telegraph service, are employed, nine hours will constitute a day's work, exclusive of general and dispatchers' offices. At general and dispatchers' offices, ten consecutive hours, including meal hour, will constitute a day's work. In case of a split trick, overtime will be allowed for time in excess of the hours that constitute a day, less the meal hour, and allowed on basis set up in overtime clause. No trick will be split more than once.

(c) The regular assigned hours of telegraphers will not be changed temporarily by making them earlier or later for the purpose of avoiding payment of overtime. A change for a period over seven days will not be considered temporary.

(d) Employees covered by this schedule will be excused from Sunday service as much as conditions of business will permit.

ARTICLE VIII.

Meal Hour.

Employees covered by this agreement whose assigned hours of duty are more than nine hours per day in a spread of ten or more hours, will be allowed sixty consecutive minutes for meals between 11:30 p. m. and 1:30 a. m. and 11:30 a. m. and 1:30 p. m., and where the hours of service are so arranged that the meal hour is not desirable between these hours, a meal hour of sixty minutes between 5:00 a. m. and 8:00 a. m. and between 5:00 p. m. and 8:00 p. m., will be allowed, it being understood that but one meal hour in any one day's service is intended. If not relieved one hour within the time specified for the one meal hour, over-

time will be allowed and thirty minutes for lunch will be allowed at first opportunity.

It is also understood that a telegrapher's hours beginning between 8:00 a. m. and 11:00 a. m., and 8:00 p. m. and 11:00 p. m., and ending between 5:00 a. m. and 8:00 a. m., or 5:00 p. m. and 8:00 p. m., will not be entitled to a meal hour between these hours.

ARTICLE IX.

Promotion and Seniority.

(a) Employees covered by this agreement are in line for promotion. Where ability and merit are sufficient, seniority will prevail and date from the last entrance to the service on each division. DeQueen and north, will be the Northern Division; south of DeQueen, to and including Port Arthur, will be the Southern Division. Seniority made in the general office, Kansas City, will be considered system seniority. Positions in the general office, Kansas City, will be common to both divisions.

(b) Telegraphers accepting agencies not shown in the schedule, shall not forfeit their seniority.

(c) Telegraphers may be transferred from a position on one division to a position on another division with the consent of the interested superintendents. When such exchange is made, each will take the seniority of the other so that there will be no change in seniority on the division.

(d) Telegraphers in other branches of the service now holding seniority, who accepted such service prior to the date of this agreement will not forfeit their seniority.

(e) Seniority is effective only when vacancies occur or new positions are created, except as provided in paragraphs F, G and H.

(f) In reduction of force, seniority in the office will prevail.

(g) In filling temporary vacancies, office seniority will govern.

(h) Except in the case of vacancies in station agencies, competency to be taken into consideration, the oldest extra telegrapher shall have the preference in extra work; this to be understood that where temporary vacancies will continue for more than ten days. After the senior extra telegrapher has been released from other service, he shall have the privilege of displacing the youngest extra telegrapher then employed on the division.

(i) Telegraphers declining promotion to any position do not forfeit their seniority rights.

(j) Seniority lists of employees covered by this schedule will be prepared by the superintendents in January and July of each year and a copy furnished each station.

ARTICLE X.

Vacancies and New Positions.

Vacancies and new positions will be bulletined within five days to all offices on the division on which they occur and will be filled in accordance with Article IX (a). A vacancy will be filled within thirty days. Local chairman will be advised of assignment within ten days after position has been filled.

ARTICLE XI.

Grievances and Appeals.

(a) An employe covered by this agreement will not be suspended or discharged without just cause. If he considers the discipline unjust, he has the right within five days from the date of the decision to make a written statement of his case to the superintendent, and within five days after receipt of such statement will be given a hearing at which he may have an employe of his own selection present.

(b) In case he is dissatisfied with the decision of the superintendent, he shall have the right within a period of five days to appeal to the next superior, who will grant a hearing within five days from receipt of such appeal, and so on. In the event the charges against him are not sustained, he will be reinstated and paid for all time lost.

(c) Charges made by any employe against a telegrapher or by a telegrapher against other employe, must be in writing.

ARTICLE XII.

Western Union Manager.

The agent, where the agent performs telegraph service, or the first trick operator, where the agent does not handle telegraph work, will be considered the Western Union Manager. The manager will be entitled to the commissions allowed by the Western Union Telegraph Company.

ARTICLE XIII.

Leave of Absence.

Telegraphers reporting for service after leave of absence, are required to give the superintendent at least five days' notice of his desire to resume work. If the telegrapher is checked in within five days after the date set, no allowance will be made for time lost. If delayed by the company longer than five days, all time lost from date set will be allowed.

ARTICLE XIV.

Service Letters.

Except as otherwise provided by law, telegraphers who have been employed thirty days or over, leaving the service, will upon request, be given a letter stating length of service, capacity in which employed and whether leaving voluntarily or otherwise.

ARTICLE XV.

Batteries and Pumps.

(a) Telegraphers will take care of batteries at their offices except at Pittsburg dispatchers' office, Watts, Fort Smith, Heavener dispatchers' office, DeQueen Yard office, Texarkana dispatchers' office and general office, DeQuincy and Port Arthur. Telegraphers at excepted points are required to give batteries emergency attention to keep them in working condition.

(b) Telegraphers required to attend switch lamps shall receive five dollars per month for such service. When required to care for and run steam or gasoline pumps, will be paid ten dollars per month for such service in addition to other compensation.

ARTICLE XVI.

Official Positions.

A telegrapher accepting official position with the company or with the Order of Railroad Telegraphers, will retain his rights on his division and to the position which he vacates during the incumbency of the official position.

ARTICLE XVII.

Rulings.

Rulings affecting this agreement will be made by an official having jurisdiction over the system. General chairman of the telegraphers will be furnished a copy of the rulings made.

ARTICLE XVIII.

Committee Work.

Telegraphers serving on boards of adjustment, representing telegraphers, will be relieved on request without unnecessary delay and furnished necessary railroad transportation.

ARTICLE XIX.

(EFFECTIVE JUNE 1, 1917.)

WAGE SCALE.

Station and Position.	Rate per Month.
Kansas C., Mo. (Gn. Of.), 1st day tel.	\$104.50
Second day telegrapher.....	101.20
Night telegrapher.....	101.20
Local Frt. Office, K. C., telegrapher..	82.50
Air Line Jct., first day telegrapher...	82.50
Second day telegrapher.....	79.20
Night telegrapher.....	77.00
Independence, agent.....	82.50
Grandview, Mo., agent telegrapher...	88.00
Second day telegrapher.....	73.70
Night telegrapher.....	73.70
Cleveland, Mo., agent telegrapher...	79.20
Second day telegrapher.....	71.50
Night telegrapher.....	71.50
Jisle, Mo., agent telegrapher.....	73.70
Drexel, Mo., agent telegrapher.....	71.50
Second day telegrapher.....	73.70
Night telegrapher.....	73.70
Merwin, Mo., agent telegrapher.....	77.00
Amsterdam, Mo., agent telegrapher..	77.00
Second day telegrapher.....	71.50
Night telegrapher.....	71.50
Amoret, Mo., agent telegrapher.....	73.70
Hume, Mo., agent telegrapher.....	88.00
Second day telegrapher.....	74.25
Night telegrapher.....	74.25
Stotesbury, Mo., agent telegrapher...	77.00
Richards, Mo., agent telegrapher....	79.20
Second day telegrapher.....	71.50
Night telegrapher.....	71.50
Eve, Mo., agent telegrapher.....	74.25
Oskaloosa, Mo., agent telegrapher...	73.70
Second day telegrapher.....	71.50
Night telegrapher.....	71.50
Mulberry, Mo., agent telegrapher....	79.75
Fuller, Kansas, agent telegrapher....	104.50
Pittsburg Shops, telegrapher.....	77.00
Pittsburg Yard Office, first Day Teleg.	82.50
Second day telegrapher.....	82.50
Night telegrapher.....	82.50
Pittsburgh Dispatchers' Office:	
First day telegrapher and W. C....	112.00
Second day telegrapher.....	95.70
Night telegrapher.....	101.20

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Asbury, Mo., agent telegrapher.....	\$ 77.00	Wickes, Ark., agent telegrapher.....	\$ 73.70
Second day telegrapher.....	71.50	Granniss, Ark., agent telegrapher....	75.90
Night telegrapher.....	71.50	Gillham, Ark., agent telegrapher....	71.50
Gulfton, Mo., agent telegrapher.....	77.00	Night telegrapher.....	73.70
Neosho, Mo., first day telegrapher...	77.00	De Queen Yard, first day telegrapher.	82.50
Second day telegrapher.....	77.00	Second day telegrapher.....	82.50
Night telegrapher.....	77.00	Night telegrapher.....	82.50
Goodman, Mo., agent telegrapher.....	77.00	Horatio, Ark., agent telegrapher.....	66.00
Second day telegrapher.....	71.50	Winthrop, Ark., agent telegrapher....	73.70
Night telegrapher.....	71.50	Wilton, Ark., agent telegrapher.....	73.70
Anderson, Mo., agent telegrapher.....	68.20	Ashdown, Ark., W. U. telegrapher....	10.00
Lanagan, Mo., agent telegrapher.....	77.00	Night telegrapher.....	77.00
First day telegrapher.....	71.50	Texarkana, Texas, General Office:	
Night telegrapher.....	71.50	Day telegrapher and W. C.....	110.00
Noel, Mo., agent telegrapher.....	77.00	Dispatchers' Off., night telegrapher	101.20
Sulphur Springs, Ark., Agt. Teleg....	82.50	Bloomburg, Texas, agent telegrapher	88.00
Gravette, Ark., agent telegrapher....	69.30	Rodessa, La., agent telegrapher.....	77.00
Second day telegrapher.....	71.50	Myrtis, La., agent telegrapher.....	73.70
Night telegrapher.....	71.50	Vivian, La., agent.....	82.50
Decatur, Ark., agent telegrapher.....	55.00	Day telegrapher.....	77.00
Gentry, Ark., agent telegrapher.....	55.00	Lewis, La., agent telegrapher.....	78.10
Siloam Springs, Ark., agent.....	110.00	Oil City, La., agent.....	110.00
First day telegrapher.....	77.00	First day telegrapher.....	79.20
Second day telegrapher.....	73.70	Night telegrapher.....	79.20
Night telegrapher.....	73.70	Mooringsport, La., agent.....	77.00
Watts, Okla., first day telegrapher....	85.25	Telegrapher.....	79.20
Second day telegrapher.....	82.50	Blanchard, La., agent telegrapher....	82.50
Night telegrapher.....	82.50	Shreveport Shops:	
Westville, Okla., agent telegrapher...	71.50	First day telegrapher and W. C....	112.00
First day telegrapher.....	73.70	Second day telegrapher.....	101.20
Night telegrapher.....	73.70	First night telegrapher.....	106.70
Stilwell, Okla., agent.....	71.50	Second night telegrapher.....	94.00
First day telegrapher.....	73.70	Shreveport Union Depot:	
Second day telegrapher.....	73.70	First day telegrapher.....	82.50
Night telegrapher.....	73.70	Second day telegrapher.....	79.75
Bunch, Okla., agent telegrapher.....	79.20	Night telegrapher.....	77.00
Second day telegrapher.....	71.50	Frierson, La., agent telegrapher.....	88.00
Night telegrapher.....	71.50	Mansfield, La., agent.....	125.00
Marble City, Okla., agent telegrapher.	82.50	First day telegrapher.....	80.30
Sallisaw, Okla., agent.....	110.00	Night telegrapher.....	79.20
First day telegrapher.....	73.70	Benson, La., agent telegrapher.....	82.50
Second day telegrapher.....	73.70	Converse, La., agent telegrapher....	82.50
Night telegrapher.....	73.70	Noble, La., agent telegrapher.....	82.50
Gans, Okla., agent telegrapher.....	73.70	Zwolle, La., agent telegrapher.....	82.50
Spiro, Okla., first day telegrapher....	85.25	Night telegrapher.....	79.20
Second day telegrapher.....	79.75	Many, La., agent telegrapher.....	74.25
Night telegrapher.....	77.00	Night telegrapher.....	79.20
Fort Smith, Ark., first day telegrapher	82.50	Fisher, La., agent telegrapher.....	82.50
Second day telegrapher.....	79.75	Christie, La., agent telegrapher.....	71.50
Night telegrapher.....	79.75	Hornbeck, La., agent telegrapher....	84.70
Coal Creek, Okla., agent telegrapher..	84.70	Night telegrapher.....	79.20
Panama, Okla., agent telegrapher....	55.00	Barham, La., agent telegrapher.....	77.00
First day telegrapher.....	39.05	Anacoco, La., agent telegrapher.....	77.00
Second day telegrapher.....	39.05	Leesville, La., first day telegrapher..	90.75
Night telegrapher.....	39.05	Second day telegrapher.....	88.00
Shady Point, Okla., agent telegrapher	88.00	Night telegrapher.....	85.25
Poteau, Okla., agent.....	110.00	Pickering, La., agent telegrapher....	77.00
Telegrapher.....	79.75	Neame, La., agent telegrapher.....	77.00
Heavener Dispatchers' Office:		Ludington, La., agent telegrapher....	85.25
First day telegrapher and W. C....	112.00	De Ridder, La., W. U. telegrapher....	30.25
Second day telegrapher.....	95.70	Night telegrapher.....	82.50
Night telegrapher.....	101.20	Bon Ami, La., agent telegrapher.....	66.00
Thomasville, Okla., agent telegrapher.	71.50	Carson, La., agent telegrapher.....	82.50
Page, Okla., agent telegrapher.....	79.20	Singer, La., agent telegrapher.....	84.70
Night telegrapher.....	71.50	Smyth Jct., La., agent telegrapher...	77.00
Rich Mountain, Ark., Agt. Teleg....	73.70	De Quincy, La., first day telegrapher.	95.70
Night telegrapher.....	73.70	Second day telegrapher.....	90.20
Mena, Ark., agent.....	110.00	Night telegrapher.....	88.00
W. U. telegrapher.....	22.00	Lake Charles, La., telegrapher.....	85.25
Second telegrapher.....	82.50	Starks, La., agent telegrapher.....	82.50
Night telegrapher.....	82.50	Ruliff, Texas, agent telegrapher.....	93.50
Hatfield, Ark., agent telegrapher.....	77.00	Night telegrapher.....	79.20
Vandervoort, Ark., agent telegrapher.	79.20		
Night telegrapher.....	73.70		

Station and Position.	Rate per Month.
Beaumont, Tex., first day telegrapher.....	\$ 93.50
Second day telegrapher.....	90.75
Night telegrapher.....	90.75
Port Arthur, Tex., first day teleg.....	93.50
Second day telegrapher.....	88.00
Night telegrapher.....	88.00

ARTICLE XX.**Duration of Schedule.**

No change will be made in the schedule or wage scale except upon thirty days' written notice.

R. L. LOGAN,
Superintendent of Telegraph,
The Kansas City Southern Ry. Co.
Order of Railroad Telegraphers' Committee:
R. C. OCHELTREE,
J. D. TOWNSEND, SR.
S. NELSON.
Approved:
E. H. HOLDEN,
General Superintendent of Transportation,
The Kansas City Southern Ry. Co.
Second Vice-President
Texarkana & Ft. Smith Ry. Co.

The Kansas City, Mexico & Orient Railroad Company .

Kansas City, Mexico & Orient Railway Company of Texas

(EFFECTIVE SEPTEMBER 15, 1917.)

The following rules and rates of pay will govern the employment of telegraphers employed upon the lines of these companies, as shown in this schedule:

ARTICLE I.**Term "Telegrapher" Defined.**

(a) Any employe, other than train dispatchers and managers, (CD) Wichita, and (GM) San Angelo, performing the duties of telegrapher, or any telephone operator required to receive or transmit train orders, report or block trains, whether termed "agent," "assistant agent," or otherwise; also other employes specified in the wage scale of this agreement, shall be considered, telegraphers within the meaning of this schedule.

(b) No employe, except train dispatchers, and those covered by this schedule, will be permitted to handle train orders at places where a telegrapher is located, except in an emergency.

ARTICLE II.**Hours of Service.**

(a) Where only one telegrapher is employed, twelve (12) consecutive hours, including meal hour, commencing between 6:00 and 9:00 a. m. or p. m., shall constitute a day's work, except in relay offices, where ten (10) consecutive hours, including meal hour, will constitute a day's work. Telegraphers, except those whose hours of service are nine or less, shall be allowed sixty consecutive minutes for meal hour between 11:30 and 1:30 a. m. or p. m., and if not allowed within specified time, one hour overtime will be paid.

(b) Where two or more telegraphers are employed, nine (9) consecutive hours will constitute a day's work.

(c) Where two or more telegraphers are employed between the hours of 6:00 a. m. and 8:00 p. m., twelve (12) consecutive hours, including meal hour, will constitute a day's work.

ARTICLE III.**Overtime.**

When kept on duty after regular hours telegraphers shall receive overtime pro rata, but not less than thirty cents (30c) per hour, or when called to office by proper authority for any purpose before or after regular hours, shall be paid fifty cents (50c) for the call and first hour's service. If kept on duty longer than one hour, overtime pro rata with minimum of thirty cents (30c) per hour. In computing overtime thirty (30) minutes or less will not be counted, over thirty (30) minutes to be counted as one hour.

ARTICLE IV.**Emergency Service.**

When required to perform duty at wrecks, washouts or other similar emergency offices, telegraphers shall receive a minimum of two dollars and fifty cents (\$2.50) per day of twelve (12) hours or less and overtime at rate of thirty cents (30c) per hour, less time off duty, and no other compensation; time to include going to and returning from scene of emergency.

ARTICLE V.**Attending Court or Investigations.**

Telegraphers attending court or investigations at request of proper official of the company shall receive same compensation as if on regular duty, and if away from home station shall be allowed necessary expenses, not exceeding two dollars and fifty cents (\$2.50) per day.

ARTICLE VI.**Relief Work.**

Regularly assigned telegraphers will not be required to perform relief work except in emergency cases, and when required to perform relief work, and in consequence thereof suffer a reduction in their regular compensation, shall be paid an amount sufficient to reimburse them for such loss, and in all cases they will be allowed, in addition, one dollar (\$1.00) per day for ex-

penses while away from their regularly assigned stations.

ARTICLE VII.

Switch Lights, Care Of.

At stations where section men or other forces are employed telegraphers will not be required to care for switch lamps. Telegraphers required to care for switch lamps will be allowed fifty cents (50c) per lamp per month.

ARTICLE VIII.

Care of Batteries.

(a) Telegraphers at relay and division offices will not be required to take care of local or main line batteries where more than ten (10) cells are used.

Pumps.

(b) Telegraphers will not be required to operate steam, gasoline, oil or electric pumps or care for windmills.

ARTICLE IX.

Promotion.

(a) Telegraphers will be regarded in line of promotion, advancement depending upon faithful discharge of duty and capacity for increased responsibility; where these are sufficient, in the judgment of the management, seniority will have the preference. Seniority rights will date from last time of entering the service and will extend over each superintendent's division as a unit.

(b) A telegrapher assigned as an agent, agent's chief clerk, or cashier, will retain his seniority so long as he remains in continuous service on this same division.

ARTICLE X.

Seniority Lists.

(a) Seniority lists will be revised January 1st and July 1st of each year and a copy furnished the general chairman.

(b) Seniority will be effective only when vacancies occur or new positions are created. Trading of positions will not be permitted.

ARTICLE XI.

Vacancies.

Vacancies and new positions will be promptly bulletined to all offices on the division on which they occur. Eligible telegraphers will be given ten (10) days in which to apply for same. Such positions will be filled within thirty (30) days.

ARTICLE XII.

Seniority Rights.

(a) Telegraphers declining promotion to any position do not forfeit their seniority rights.

(b) In reducing the force, the junior telegrapher in the service will be dispensed with, subject to Article IX. A telegrapher affected by a reduction in force or abolishing of position will be permitted to displace the junior telegrapher regularly assigned on that superintendent's division.

ARTICLE XIII.

Discipline.

(a) When a telegrapher is discharged or suspended for alleged fault, he shall have

a fair and impartial trial, within five days after filing his request therefor with the proper official, and if suspended for investigation, such investigation shall be held within five days, if practicable, without such request. If found innocent he shall be reinstated and paid for all time lost.

(b) Telegraphers will have the right of appeal from decision of division officers. Privilege of being represented by a co-employee at the investigation, if so desired, is granted. Grievances will be taken up with the proper official within thirty (30) days, otherwise redress in such cases will be waived.

ARTICLE XIV.

Return of Credentials.

Telegraphers securing employment with this company will, within thirty (30) days after approval of application, have returned to them all service cards, letters of recommendation, and other papers which have been furnished for investigation.

ARTICLE XV.

Service Letter.

When a telegrapher is discharged or leaves the service of the company of his own accord, he will, upon request, be given a letter by proper officer, stating his time of service, capacity in which employed, and cause for leaving.

ARTICLE XVI.

Transfers.

Telegraphers transferred by the direction of officers of the company, or to accept an advertised position, will be furnished free transportation for themselves, families and household effects, and allowed regular pay after first day at new location.

ARTICLE XVII.

Leave of Absence.

Leave of absence will not be granted for more than ninety (90) days except in cases of sickness, injury, or to employees serving on committee business. Telegrapher's serving on grievance committee and board of adjustment will be granted unlimited leave of absence and furnished free transportation upon request.

ARTICLE XVIII.

Wages—Reopened Stations—New Positions.

Where a position that has been closed is reopened the salary will be the same as shown in existing schedule. When additional positions are created, compensation will not be less than the lowest salary shown in wage scale on that division.

ARTICLE XIX.

Sunday Work.

So far as is possible, telegraphers will be excused from duty on Sundays, without reduction in pay.

ARTICLE XX.

Hours of Service Bulletin.

The regular hours of service for each telegrapher will be specified and posted in each office.

WAGE SCALE.

THE KANSAS CITY, MEXICO & ORIENT
RAILROAD COMPANY.

Station and Position.	Rate per Month.
West Wichita, telegrapher.....	\$ 75.00
Schulte, agent telegrapher.....	64.00
Viola, agent telegrapher.....	64.00
Milton, agent telegrapher.....	64.00
Runnymede, agent telegrapher.....	62.00
Harper, agent telegrapher.....	78.00
Anthony, agent.....	90.00
Telegrapher.....	75.00
Waldron, agent telegrapher.....	65.00
Byron, agent telegrapher.....	65.00
Cherokee, agent telegrapher.....	80.00
Telegrapher.....	70.00
Yewed, agent telegrapher.....	64.00
Carmen, agent telegrapher.....	80.00
Aline, agent telegrapher.....	65.00
West Cleo, agent telegrapher.....	60.00
Orienta, agent telegrapher.....	64.00
Fairview, first telegrapher.....	75.00
Second telegrapher.....	70.00
Third telegrapher.....	70.00
Longdale, agent telegrapher.....	65.00
Canton, agent telegrapher.....	75.00
Telegrapher.....	65.00
Oakwood, agent telegrapher.....	65.00
Thomas, agent telegrapher.....	78.00
Telegrapher.....	70.00
Foley, telegrapher.....	65.00
Clinton, first telegrapher.....	75.00
Second telegrapher.....	70.00
Third telegrapher.....	70.00
Braithwaite, agent telegrapher.....	64.00
Dill City, agent telegrapher.....	65.00
Sentinel, agent telegrapher.....	80.00
Telegrapher.....	65.00
Lone Wolf, agent telegrapher.....	70.00
Lugert, agent telegrapher.....	65.00
Blair, agent telegrapher.....	70.00
Altus, first telegrapher.....	80.00
Second telegrapher.....	75.00
Third telegrapher.....	75.00
Elmer, agent telegrapher.....	70.00

KANSAS CITY, MEXICO & ORIENT RAIL-
WAY COMPANY OF TEXAS.

Station and Position.	Rate per Month.
Odell, agent telegrapher.....	\$ 70.00
Chillicothe, agent.....	90.00
Cashier telegrapher.....	85.00
Second telegrapher.....	70.00
Third telegrapher.....	70.00

Station and Position.	Rate per Month.
Medicine Mound, agent telegrapher....	\$ 65.00
Margaret, agent telegrapher.....	65.00
Crowell, agent.....	75.00
Telegrapher.....	70.00
Foard City, agent telegrapher.....	65.00
Truscott, agent telegrapher.....	65.00
Benjamin, agent telegrapher.....	70.00
Knox City, agent telegrapher.....	70.00
O'Brien, agent telegrapher.....	65.00
Rochester, agent telegrapher.....	67.50
Rule, agent telegrapher.....	70.00
Sagerton, agent telegrapher.....	67.50
Hamlin, first telegrapher.....	75.00
Second telegrapher.....	70.00
Third telegrapher.....	70.00
McCaulley, agent telegrapher.....	65.00
Sylvester, agent telegrapher.....	65.00
Longworth, agent telegrapher.....	65.00
Sweetwater, cashier telegrapher.....	85.00
Second telegrapher.....	70.00
Third telegrapher.....	70.00
Maryneal, agent telegrapher.....	65.00
Blackwell, agent telegrapher.....	65.00
Ft. Chadbourne, agent telegrapher....	65.00
Bronte, agent telegrapher.....	68.00
Night telegrapher.....	65.00
Tennyson, agent telegrapher.....	65.00
Tankersly, agent telegrapher.....	65.00
Mertzon, agent telegrapher.....	75.00
Barnhart, agent telegrapher.....	75.00
Big Lake, agent telegrapher.....	75.00
Rankin, agent telegrapher.....	70.00
Girvin, agent telegrapher.....	70.00
Owego, agent telegrapher.....	65.00
Ft. Stockton, cashier telegrapher....	90.00
Second telegrapher.....	75.00
Third telegrapher.....	75.00
Alpine, agent telegrapher.....	110.00
Night telegrapher.....	75.00

The parties hereto mutually agree that the above rules and rates of pay shall continue in force for one year from date, and thereafter subject to thirty days' notice by or to said railroads.

For the Railroads:

A. DeBERNARDI,
General Manager,
K. C. M. & O. R. R. Co.
First Vice-President,
K. C. M. & O. Ry. of Texas.

For the Telegraphers:

L. R. COTNEY,
General Chairman.

Lake Erie & Western Railroad Company

(EFFECTIVE AUGUST 1, 1912.)

* RULE I.

This schedule applies to telegraphers, telephoners, towermen and agents, whose positions are shown in the attached wage schedule.

RULE II.

Promotion will be governed by seniority on divisions; the oldest applicant receiving

promotion when, in the judgment of superintendent, ability is sufficient; seniority will date from last time of entering service. Transfer from one division to another will be made only when employees of sufficient ability are not available on the division where vacancy exists. When employees are transferred to another division, they will

retain seniority rights for one year on the division from which transferred.

RULE III.

Seniority will only be effective when vacancies occur or new positions are created, or in case of reduction in force. Seniority lists of employees covered by this schedule will be prepared by the superintendent and revised semi-annually, and a copy furnished the general chairman during January and July of each year.

RULE IV.

Employees covered by this schedule declining to accept promotion will not lose their right to future promotion, in their turn. Employees covered by this schedule, promoted and found incompetent, will take their place on the extra list, but will retain their seniority rights.

RULE V.

Employees covered by this schedule will not be suspended or dismissed from the company's service without just cause; in case of suspension or dismissal, if the employee thinks the decision is unjust, he will have the right, within ten days, to refer the case, by written statement, to the proper official; and within ten days after receipt of such statement, his case shall have thorough investigation, at which he may be present and represented by one or more employees of his own selection. If not satisfied with the result, he shall have the right to appeal; in case suspension or dismissal is found unjust, he shall be reinstated and paid for all time lost.

RULE VI.

Employees covered by this schedule attending court or investigations, by direction of an official of the company, when personally not at fault, will be allowed their regular salary and necessary expenses while away from home.

RULE VII.

Where more than ten cells of local battery are in use, telegraphers will not be required to clean them, nor will they be required to attend switch lamps at points where there are other employees available for that duty.

RULE VIII.

When a vacancy occurs or a new position is created, employees covered by this schedule on that division will be notified by wire or letter, and no permanent appointment made until all men have had three days after receipt of notice in which they may file applications for the position. A permanent appointment will be made within thirty days after date of notification. The salary of new positions will be fixed in conformity with positions of similar class provided for in this schedule.

RULE IX.

Ordinarily twelve hours will constitute a day's work. Where the work requires division into three tricks, eight or nine hours will constitute a day. Where two or more telegraphers are employed at the same time in towers or other offices, they may not all be relieved at the same hours, but it may

be arranged, where practicable, for a part or all to work nine hour tricks, the superintendent to decide. The hours of work shall be consecutive, but will be arranged to suit the company's service.

RULE X.

When service conditions permit, employees covered by this schedule will be allowed a reasonable time to eat, and in case of twelve-hour men, they will be allowed one hour for meal between 11:30 and 2:00 o'clock. If not allowed the meal hour, it will be paid for at overtime rate.

RULE XI.

Salaries are based upon the regular station duties for the month, and when necessary to protect service, include Sundays and attendance upon scheduled trains. Additional time due to late trains will be paid for at overtime rates, as per Rule XII.

RULE XII.

Overtime will be paid pro rata, with a minimum of thirty (30c) cents per hour, for extra hours worked, by order of proper official, in excess of the regular assigned hours. In computing overtime the actual time worked will be paid for. Overtime will not be allowed unless overtime slips are mailed to the proper official within forty-eight hours from the time of service. When overtime is not allowed, notice with explanation will be given.

RULE XIII.

Employees covered by this schedule, called for work outside of assigned hours of duty, after being relieved, and having left their office, will be allowed fifty (50c) cents for the first hour, or fraction thereof. After the first hour overtime rate will be paid.

RULE XIV.

Employees covered by this schedule, performing duties at wrecks, washouts, snow blockades or similar emergency offices, will receive pay at overtime rate, and necessary expense; time to be computed from the time called for until return.

RULE XV.

When employees covered by this schedule are transferred or accept a bulletined position, they will be furnished free transportation for themselves, wholly dependent members of families, and effects, and will be allowed pay while making transfer, rate of pay to be based on position from which transfer is made.

RULE XVI.

Regular assigned employees covered by this schedule, when required to do extra work at other than their own office, will receive the compensation applied to position they fill with minimum of the overtime rate, also necessary expenses not exceeding one dollar per day. Extra employees will only receive the same rate of pay as applies to the position they fill.

RULE XVII.

Employees covered by this schedule, in regular assigned positions, where required to

perform full service for more than nine hours week days and more than three hours in connection with train service on forty or more Sundays during a calendar year, and who have been in such service for three or more years prior to January 1st of each calendar year, will be allowed one week vacation during each year, with pay of position they occupy. Application specifying the date on which they wish vacation to commence, to be filed with the proper official during the month of January, for vacations during the current year. Applications, if practicable, will be granted according to the seniority of the applicants. If vacation cannot be granted, one week's additional pay at regular rate will be allowed.

RULE XVIII.

Operators and others covered by this schedule must observe legal requirements as to hours of service, where they apply, and immediately notify dispatcher if being held in violation thereof.

WAGE SCALE.

* Receives express commission which is a part of salary and not included in figures shown.

† Runs pump.

‡ Receives ticket commission.

Station and Position.	Rate per Month.
Castalia, agent and operator.....	\$ 65.00
Vickery, agent and operator.....	*54.00
Burgoon, (joint) agent and operator..	*35.00
Kansas, agent and operator.....	*54.00
Amsden, agent and operator.....	*55.00
Fostoria, day operator.....	65.00
Arcadia, agent and operator.....	*55.00
Findlay, day operator.....	65.00
Rawson, agent and operator.....	*52.50
Bluffton, operator, first trick.....	57.50
Operator, second and third trick....	55.00
Beaver Dam, agent and operator.....	*57.50
Lima, freight day operator.....	60.00
Hume, agent and operator.....	*55.00
Buckland, agent and operator.....	*56.50
St. Marys, first trick.....	59.00
Second trick.....	56.50
Third trick.....	55.00
Minster, agent and operator.....	*50.00
New Bremen, agent and operator.....	*42.50
Celina, day operator.....	60.00
Coldwater, agent and operator.....	*50.00
Ft. Recovery, day operator.....	*57.50
Portland, first trick.....	60.00
Second trick.....	57.50
Third trick.....	55.00
Red Key, day operator.....	*60.00
Albany, agent and operator.....	*60.00
DeSoto, agent and operator.....	55.00
Gilman, agent and operator.....	*55.00
Alexandria, day operator.....	60.00
Elwood, day operator.....	60.00
Hobbs, agent and operator.....	*55.00
Tipton, first trick.....	65.00
Second and third trick.....	60.00
Yard, first trick.....	62.50
Second trick.....	60.00
Third trick.....	57.50
Goldsmith, agent and operator.....	*55.00
Kempton, agent and operator.....	*55.00
Hillisburg, agent and operator.....	*56.00

Station and Position.	Rate per Month.
Boyleson, agent and operator.....	*\$53.50
Frankfort, first trick.....	67.50
Second trick.....	60.00
Third trick.....	57.50
Mulberry, agent and operator.....	*53.50
Second trick.....	53.50
Dayton, agent and operator.....	*56.00
LaFayette Block, 1st, 2d and 3rd trick	60.00
Balls Block, 1st, 2d and 3rd trick....	60.00
Montmorenci, agent and operator....	*62.50
Second and third trick.....	60.00
Otterbein, agent and operator.....	*55.00
Vilas, first, second and third trick....	60.00
Templeton, agent and operator.....	*67.50
Second and third trick.....	60.00
Oxford, agent and operator.....	*55.00
Chase, agent and operator.....	*56.00
Boswell, agent and operator.....	*52.50
Talbot, agent and operator.....	*55.00
Ambia, agent and operator.....	*55.00
Cheneyville, agent and operator.....	*54.50
Hoopton, day operator.....	67.50
East Lynn, agent and operator.....	*51.00
Rankin Yard, first trick.....	65.00
Second and third trick.....	57.50
Rankin, agent and operator.....	*52.50
Clarence, agent and operator.....	*54.50
Perdueville, agent and operator.....	*53.50
Elliott, agent and operator.....	*55.00
Gibson, agent and operator.....	77.50
Saybrook, agent and operator.....	*50.00
Second trick.....	55.00
Arrowsmith, agent and operator.....	*57.50
Ellsworth, agent and operator.....	*52.00
Holder, agent and operator.....	*54.50
Carlock, agent and operator.....	*52.00
Congerville, agent and operator.....	*52.00
Goodfield, agent and operator.....	*52.00
Deer Creek, agent and operator.....	*50.00
Crandall, agent and operator.....	75.00
Peoria, day operator.....	62.50
Indianapolis Yard, day operator.....	70.00
Indianapolis Belt, first trick.....	62.50
Second and third trick.....	60.00
Malott Park, agent and operator.....	60.00
Second and third trick.....	59.00
Castleton, agent and operator.....	*60.00
Second and third trick.....	59.00
Fisher, agent and operator.....	*60.00
Second and third trick.....	59.00
Noblesville, first trick.....	62.50
Second and third trick.....	59.00
Cleoro, agent and operator.....	*60.00
Second and third trick.....	59.00
Arcadia, agent and operator.....	*56.50
Second and third trick.....	59.00
Atlanta, agent and operator.....	*60.00
Second and third trick.....	59.00
Jacksons, 1st, 2d and 3rd trick.....	59.00
Sharpsville, agent and operator.....	*59.00
Second and third trick.....	59.00
Fairfield, 1st, 2d and 3rd trick.....	59.00
Marshall, 1st, 2d and 3rd trick.....	59.00
Kokomo, day operator.....	72.50
Jct., first trick.....	61.50
Jct., second and third trick.....	59.00
Bennetts, agent and operator.....	*55.00
Miami, agent and operator.....	*52.50
Bunker Hill, agent and operator.....	*65.00
Macy, agent and operator.....	†52.50
Rochester, day operator.....	70.00
Tiosa, agent and operator.....	*56.50
Argos, agent and operator.....	75 00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Plymouth, agent and operator.....	\$ 30.00	Mays, agent and operator.....	*\$ 47.50
Second trick.....	60.00	Rushville, agent and operator.....	72.50
Tyner, agent and operator.....	*50.50	Delphos, agent and operator.....	65.00
Walkerton, agent and operator.....	*65.00	Vaughnsville, agent and operator....	*42.50
Second trick.....	57.50	Columbus Grove, agent and operator..	*55.00
Belfast, agent and operator.....	50.00	Pandora, agent and operator.....	*42.50
Michigan City, day operator.....	60.00	Jenera, agent and operator.....	*40.00
Connersville, agent and operator.....	65.00	Arlington, agent and operator.....	*47.50
Milton, agent and operator.....	*50.00	Mt. Blanchard, agent and operator....	*42.50
Cambridge City, agent and operator..	*67.50	Carey, agent and operator.....	55.00
New Lisbon, agent and operator.....	*52.00	Sycamore, agent and operator.....	*50.00
Mt. Summit, agent and operator.....	*51.50	Lykens, agent and operator.....	*40.00
New Castle, day operator.....	70.00	Chatfield, (joint) agent and operator..	*30.00
Springport, agent and operator.....	*57.50	New Washington, agent and operator...	*55.00
Oakville, agent and operator.....	*50.00	Plymouth, agent and operator.....	*60.00
Cowan, agent and operator.....	*54.00	New London, agent and operator....	62.50
Muncie Freight, day operator.....	57.50	Spencer, agent and operator.....	*50.00
Muncie Yard, 1st, 2d and 3rd trick....	64.00	Litchfield, agent and operator.....	*40.00
Shideler, agent and operator.....	*53.00	Medina, agent and operator.....	*65.00
Eaton, agent and operator.....	*57.50	Sharon Center, agent and operator...	*42.50
Hartford City, day operator.....	55.00	Akron, day operator.....	52.50
Montpelier, agent and operator.....	82.50		
Keystone, agent and operator.....	*53.00		
Poneto, agent and operator.....	*53.00		
Bluffton, Ind., day operator.....	62.50		
Ossian, agent and operator.....	*57.50		
Yoder, agent and operator.....	*55.00		
Spiceland, agent and operator.....	*49.00		

Approved:

D. C. MOON,
General Manager.H. A. BOOMER,
General Superintendent.

Revised March 25, 1917.

Maine Central Railroad Company

Portland Terminal Company

(EFFECTIVE AUGUST 2, 1917.)

RULE I.

These rules apply to all employees assigned by proper authority to telegraph service of any character or duration; also station and ticket agents, who are not required to telegraph, as shown in the wage schedule attached to these rules.

RULE II.

Promotion and Seniority.

The right of promotion of employees, as per Rule I, extends over the entire system. Seniority and ability to fill the position bid or applied for will determine the selection. The company, through the proper officials, will determine the fitness of the employees designated in Rule I to fill the position bid or applied for, provided that the senior applicant will be given a fair and impartial examination for the position, if any doubts exist as to his ability.

Grievances and Appeals.

Any employee designated in Rule I, feeling himself aggrieved on account of the decision, will have the right of appeal, personally or through a committee of the same class, to the higher officials in their regular order. Employees declining to accept promotion in any instance do not forfeit their rights to the same or any other position to which they may be entitled under seniority when a vacancy occurs.

Bidding.

The privilege of bidding on any position will expire ten days after the date it is posted. An employee on leave of absence must bid within the ten-day period, but will be allowed to finish his leave of absence, if the position can be filled temporarily without detriment to the service.

RULE III.

Vacancies.

When a vacancy occurs or a permanent or season position is created, the superintendent of the division shall, within five days, notify all employees designated in Rule I, who may within ten days from date of posting file an application for the position.

Posting and Assignments.

At the expiration of ten days from date of posting, the appointment and assignment shall be made, and a copy of the appointment sent each local chairman. When a permanent, season, or temporary position is closed, or abolished, the employee so relieved, if found competent, shall have the right of taking the position of the youngest permanent employee in point of service, or he may go on the extra list, if preferred, with seniority rights intact.

Temporary Vacancies.

Positions temporarily vacant for a period expected to exceed ninety days shall be

posted and filled in the usual manner, bidding for same limited to ten days. Should a regular employe fail to return, the position shall be again posted as a permanent position, as per Rule II. All vacancies, other than those required to be advertised, shall be filled by the oldest unassigned employe, as provided in Rule II.

RULE IV.

Discipline.

Employes not to be disciplined or dismissed without cause. In case discipline is thought to be unjust, the employe may refer his case in writing to the superintendent, after which he shall be given a hearing within seven days. The aggrieved party may be present at all investigations, and may be represented by a fellow employe of the same class. In the event of this investigation proving unsatisfactory, the case may be appealed to the higher officials in regular order. If the accused is found blameless, he will be reinstated and his record remain as previous thereto, and he shall receive pay for all time lost.

RULE V.

New Positions.

When additional permanent, season, or temporary positions are created, compensation shall be fixed in conformity with positions of the same class covered by this schedule, with a minimum of \$2.30 per day.

RULE VI.

Hours of Service.

Ten hours in eleven consecutive hours will constitute a day's work; five hours or less, one-half day's work.

Meal Hours.

Dispatchers will relieve employes for meals between 11:00 a. m. and 1:30 p. m. and between 11:00 p. m. and 1:30 a. m. When required to remain on duty during the meal hour, they shall receive one hour overtime therefor and shall be allowed thirty minutes for lunch as soon thereafter as conditions warrant. Employes must be relieved not later than 12:30 in order to have full hour within time specified. Eight or nine hour positions are not entitled to a meal hour under this rule, but will be relieved for lunch when conditions warrant.

In the offices of superintendents and assistant superintendents eight consecutive hours shall constitute a day's work.

Overtime.

The above arrangement of hours shall not be construed to increase the hours of service at offices now on a basis of less than eleven hours. Overtime shall be computed pro rata on a stated salary, with a minimum of 35c per hour. In computing overtime less than thirty minutes shall not be counted. Thirty minutes and less than sixty minutes shall be considered an hour. In any case when employes are required to work regularly eleven hours and twenty minutes, they shall receive one hour overtime. Form 147 must be sent to the superintendent within forty-eight hours from the time service is performed (otherwise time will not be allowed) for all Sunday and extra time rendered. If

same is not allowed, notice with explanation will be given within five days.

RULE VII.

Calls.

If for any purpose employes are called by proper authority before or after regular hours, they shall be paid pro rata with a minimum of 35c per hour and a minimum time allowance of four hours.

RULE VIII.

Sunday Pay.

Remuneration for Sunday work will be allowed pro rata with a minimum of \$2.30 per day; one-half day for reporting once; one day for reporting twice, or for a total or over five hours' service. Sunday work, however, will be reduced to the lowest possible minimum.

RULE IX.

Relief.

Relief employes shall receive the same compensation as the person relieved, except when relief men are paid a stated monthly salary.

Employes holding regular positions when sent by proper authority to do relief or emergency work in other offices will receive no less compensation than that to which their regular position entitled them, and will be allowed rate of pay of their regular position while going from home station to point where service is to be performed, and when relieved, will be paid in the same manner for returning to home station. Minimum traveling allowance, four hours in each direction.

RULE X.

Expense Allowances.

Employes attending court, or if absent from their regular duties under orders of the company, will be allowed regular pay and necessary expenses while away from home.

RULE XI.

Complaints.

Relief will be granted if, upon complaint and investigation, employes are found to be overworked. It is intended that the above refers to all work incident to the station.

RULE XII.

Commissions—Adjustment.

When handling of express or telegraph business, for which a commission payment is allowed, is withdrawn from any telegrapher, the wages will be adjusted to conform with that of similar positions in the same locality where such work is not performed by them.

RULE XIII.

Transportation and Moving.

When moving to another point on the system and accepting a different position, employes will be furnished with free transportation for family and effects if lawful, and regular pay allowed while in transit making such transfer.

RULE XIV.**Leave of Absence.**

Employees will be granted leave of absence so far as consistent with good service, and will be relieved within thirty days after application has been made.

Bonds.

Employees required to handle tickets or cash shall be bonded to and by the company. Relief employees shall be bonded in the same manner except when the employee relieved agrees to assume the responsibility.

RULE XV.**Service Letter.**

An employee leaving the service of the company shall at his request be given a letter by the superintendent, stating his term of service, capacity in which employed, and whether he has been discharged or left the service of his own accord; if discharged, such letter shall state the reason.

RULE XVI.**Switch Lights, Etc.**

In sections protected by automatic block signals, telegraphers shall not be required to attend to switch and signal lights. Telegraphers who are required to care for switch and signal lights shall care for two such lights without extra compensation. If more than two such lights are cared for, they will be paid 15c per week for each additional light so cared for. This does not include train order signal lights. If any lights are extinguished, telegraphers will relight them without extra compensation.

RULE XVII.**Vacation.**

All employees, as in Rule I, who have been in the employ of the company one year or more, will be allowed seven consecutive days' vacation each year with full pay. If the company finds it inconvenient to grant such vacation, the employee shall receive extra compensation therefor at his regular salary for that period.

Application for vacation shall be filed between January 1st and March 1st, and where dates conflict, senior employee shall have preference.

RULE XVIII.**Passes.**

Employees covered by this agreement will be granted term passes good over the division upon which employed; if at junction points they will be given choice of divisions. Employees who have been in continuous service of the company ten years will be granted annual passes for self and wife good over the system.

RULE XIX.**Roster.**

A seniority list, consisting of all employees covered by Rule I in this schedule, will be issued by the company, and a copy of same furnished each local chairman. This list will be revised annually prior to January 1st.

RULE XX.**Official Positions.**

Any employee covered by Rule I, who may accept an official position in the service of this company or being exclusively employed by the Order of Railroad Telegraphers, will in either case retain his seniority rights in the service as a telegrapher.

RULE XXI.**Effective Date.**

This agreement will take effect August 2, 1917, and will continue in effect until changed by mutual agreement. Thirty days' notice of desire to change will be given.

WAGE SCALE.

*Additional revenue from express or other sources.

†To be paid for actual number of days in each month including Sundays.

PORTLAND DIVISION.

Station and Position.	Rate per Day.
Portland (WR), first trick operator.....	\$3.40
Second trick operator.....	3.40
Third trick operator.....	3.40
Portland (BX), clerk and operator.....	3.40
Clerk and operator.....	3.05
Cumberland Center (CM), agt. and opr.....	*2.25
Royal Junction (J), first trick operator.....	3.05
Second trick operator.....	3.05
Third trick operator.....	3.05
Yarmouth Junction (OU), agt. and opr.....	3.25
Freeport (FR), agent and operator.....	3.25
Second trick operator.....	2.80
Third trick operator.....	2.75
Brunswick (U), operator selling tickets.....	*2.15
First trick operator.....	3.00
Second trick operator.....	*2.85
Third trick operator.....	2.75
Bowdoinham (BO), agent and operator.....	3.50
Clerk and operators.....	2.30
Harwards (HD), agent and operator.....	2.40
Richmond (RX), agent and operator.....	*3.25
First trick operator.....	*2.75
Second trick operator.....	2.75
Third trick operator.....	*2.75
Iceboro (JA), agent and operator.....	*2.55
South Gardiner (SG), agent and opr.....	*3.25
Gardiner (G), agent and operator.....	†3.90
Operator selling tickets.....	3.30
First trick operator.....	2.80
Second trick operator.....	2.75
Third trick operator.....	2.75
Hallowell (NH), agent and operator.....	3.75
Operator selling tickets.....	*2.65
Augusta (WS), agent and operator.....	†4.05
Clerk and operator.....	3.30
Augusta (KN), operator selling tickets.....	3.55
Second trick operator.....	2.80
Third trick operator.....	2.75
Riverside (Q), agent and operator.....	2.65
Vassalboro (VN), agent and operator.....	2.55
Winslow (WO), agent and operator.....	2.75
Waterville (WY), Opr. selling tickets.....	†3.60
(W), first trick operator.....	3.00
Second trick operator.....	3.00
Third trick operator.....	3.00
(WN), day operator.....	3.05
Fairfield (FN), agent and operator.....	*3.80
Clerk and operator.....	2.60
Shawmut (HU), agent and operator.....	*2.55

Station and Position.	Rate per Day.	Station and Position.	Rate per Day.
Hinckley (PF), agent and operator....	*\$2.25	Wiscasset (WS), agent and operator....	*\$3.45
Skowhegan (SF), agent and operator....	†3.60	Clerk and operator.....	2.85
Clerk and operator.....	3.30	South Newcastle (SN), agent and opr....	*2.60
Benton (BN), agent and operator.....	*2.55	Newcastle (NC), agent and operator....	3.05
Clerk and operator.....	2.50	Damariscotta Mills (DM), agt. and opr....	*2.40
Clinton (OA), agent and operator.....	*2.35	Waldoboro (DO), agent and operator....	3.15
Clerk and operator.....	2.55	Warren (WA), agent and operator.....	*2.80
Burnham (BU), agent and operator....	*2.35	Thomaston (MS), agent and operator....	*3.00
First trick operator.....	2.80	Rockland (ND), operator selling tickets	3.55
Second trick operator.....	2.75	Second trick operator.....	2.75
Third trick operator.....	2.75	Pejepscot (H), agent and operator.....	*2.90
Unity (UN), agent and operator.....	*2.20	Little River (KN), agent and operator....	3.50
Thorndike (DK), agent and operator....	*1.85	Lisbon (BN), agent and operator.....	*2.95
Brooks (KS), agent and operator.....	3.80	Crowleys (CW), agent and operator....	*2.85
Belfast (KS), agent and operator.....	*1.85	Lewiston Lower (W), opr. selling tkts..	3.05
Clerk and operator.....	2.75	Sabatfus (BA), agent and operator....	*2.30
Pittsfield (DG), agent and operator....	3.90	Curtis Corner (CM), agent and operator.*	*2.40
Operator selling tickets.....	3.00	Leeds Center (RM), agent and operator.*	2.35
Second trick operator.....	2.75	North Leeds (N), agent and operator....	*2.35
Third trick operator.....	*2.75	Stricklands (SF), agent and operator....	*2.40
Harmony (HY), agent and operator....	3.20	Livermore Falls (CD), agent and opr....	3.65
Agent and operator.....	3.40	Clerk and operator.....	3.05
Detroit (DA), agent and operator.....	*2.30	Operator selling tickets.....	2.75
Newport (NR), agent and operator....	3.80	The Bridge (BY), agent and operator....	*2.55
Operator selling tickets.....	2.90	North Jay (NX), agent and operator....	*2.70
Second trick operator.....	2.75	Wilton (WO), agent and operator.....	3.50
Third trick operator.....	2.75	East Wilton (RE), agent and operator....	*2.40
Corinna (CA), agent and operator.....	*2.55	Westville (MS), agent and operator....	*2.75
Dexter (DO), agent and operator.....	3.70	Farmington (FD), agent and operator....	4.05
Clerk and operator.....	2.50	Clerk and operator.....	3.10
Silver's Mills (SM), agent and operator.*	*2.15	Elmwood (VI), agent and operator....	*2.05
Dover and Foxcroft (FC), agt. and opr....	*3.75	Riccars (SG), agent and operator.....	*2.50
Clerk and operator.....	2.90	Poland (ND), agent and operator.....	*2.33
Clerk and operator.....	2.70	Mechanic Falls (MF), agent and opr....	*3.70
East Newport (F), agent and operator....	*2.30	Day operator.....	2.75
Etna (AM), agent and operator.....	*2.50	Clerk and operator.....	2.75
Carmel (CR), agent and operator.....	*2.50	West Minot (WN), agent and operator....	*2.10
Hermion Pond (ND), agent and opr....	*2.55	East Hbron (NO), agent and operator....	*2.35
Second trick operator.....	2.75	Buckfield (S), agent and operator.....	*2.05
Third trick operator.....	2.75	East Sumner (F), agent and operator....	*2.30
Hermion Center (NM), agent and opr....	*2.70	Hartford (FD), agent and operator....	*2.50
Northern Maine Jct. (JC), agt. and opr.†	3.80	Canton (CA), agent and operator.....	*2.55
First trick operator.....	2.75	Jay Bridge (DG), agent and operator....	2.25
Second trick operator.....	2.75	Riley's (R), agent and operator.....	*2.75
Third trick operator.....	2.75	Gilbertville (G), agent and operator....	*2.55
Gray (GA), agent and operator.....	*2.40	East Peru (MH), agent and operator....	*2.25
New Gloucester (MY), agent and opr....	*2.85	Peru (U), agent and operator.....	*2.30
Second trick operator.....	2.75	Dixfield (DX), agent and operator.....	*2.60
Third trick operator.....	2.75	Rumford (RA), agent and operator....	†3.85
Danville Jct. (D), agent and operator....	*2.40	(X), operator selling tickets.....	2.75
Rumford Jct. (RJ), agent and operator.*	2.90	(RH), day operator.....	2.80
Second trick operator.....	2.75	Frye (FR), agent and operator.....	*2.30
Auburn (OX), operator selling tickets..	2.95	Roxbury (BU), agent and operator....	*2.15
Lewiston Upper (DO), first trick opr....	2.75	Byron (SC), agent and operator.....	*2.15
Second trick operator.....	2.75	Houghton (NG), agent and operator....	*2.10
Third trick operator.....	2.75	Bemis (BM), agent and operator.....	*1.90
Greene (GS), agent and operator.....	*2.60	Oquossoc (DK), agent and operator....	*2.05
Leeds Jct. (JE), agent and operator....	*3.15	Kennebago (KN), agent and operator....	2.55
Second trick operator.....	2.80	Norridgewock (NK), agent and opr....	*2.05
Third trick operator.....	2.75	Day operator.....	2.65
Monmouth (MU), agent and operator....	*2.45	Madison (MD), agent and operator....	3.65
Clerk and operator.....	2.70	Day operator.....	2.85
Annabessacook (A), agent and operator.*	2.35	Anson (WR), agent and operator.....	2.45
Winthrop (NO), agent and operator....	3.50	North Anson (AD), agent and operator	3.25
Clerk and operator.....	2.75	Day operator.....	2.45
Maranacook (N), agent and operator....	2.40	Embden (D), agent and operator.....	2.55
Readfield (NG), agent and operator....	3.40	Solon (SO), agent and operator.....	3.55
Clerk and operator.....	2.55	Bingham (GH), agent and operator....	3.55
Belgrade (RA), agent and operator....	3.00	Deadwater (DW), agent and operator....	*2.65
North Belgrade (NB), agent and opr....	*2.75	Bald Mountain (BM), agent and opr....	2.55
Oakland (H), agent and operator.....	3.35	Mosquito (NR), agent and operator....	*2.65
Third trick operator.....	3.20	Lake Moxie (MX), agent and operator....	*2.60
Bath (SA), operator selling tickets....	3.50	Kineo (KO), agent and operator.....	3.90
Second trick operator.....	2.80	Clerk and operator.....	3.30
Woolwich (WD), agent and operator....	*3.05		

EASTERN DIVISION.

Station and Position.	Rate per Day.
Bangor (B), first trick operator.....	\$3.15
Second trick operator.....	3.15
(RD), first trick operator.....	3.00
Second trick operator.....	3.00
Third trick operator.....	3.00
Veazie (J), agent and operator.....	*2.55
Basin Mills (BA), agent and operator.....	*2.95
Orono (CG), agent and operator.....	*3.45
Webster (WS), agent and operator.....	2.95
Great Works (HX), agent and operator.....	*3.35
Old Town (DK), agent and operator.....	*3.75
First trick operator.....	3.00
Second trick operator.....	2.95
Milford (MD), agent and operator.....	3.15
Costigan (SG), agent and operator.....	*2.70
Greenbush (BU), agent and operator.....	2.70
Olamon (MO), agent and operator.....	*2.65
Passadumkeag (PG), agent and opr.....	*2.80
Enfield (NF), agent and operator.....	*2.60
Clerk and operator.....	2.45
Lincoln (CN), agent and operator.....	3.50
Clerk and operator.....	2.80
Lincoln Center (DO), agent and opr.....	*2.45
Winn (WN), agent and operator.....	*2.70
Mattawamkeag (A), agent and operator.....	3.75
Second trick operator.....	3.00
Third trick operator.....	2.75
Kingman (KG), agent and operator.....	*3.05
Second trick operator.....	2.85
Drew (SA), agent and operator.....	*2.75
Wytopitlock (WT), agent and operator.....	*2.75
Bancroft (XY), agent and operator.....	*2.75
Danforth (DF), agent and operator.....	*2.70
Second trick operator.....	2.85
Third trick operator.....	2.75
Eaton (BD), agent and operator.....	*2.70
Forest (FH), agent and operator.....	*2.80
Lambert Lake (RU), clerk and opr.....	*2.45
Vanceboro (BY), first trick operator.....	3.00
Second trick operator.....	3.00
Third trick operator.....	2.75
Brewer Jct. (CH), agent and operator.....	3.05
Holden (H), agent and operator.....	*2.60
Green Lake (MU), agent and operator.....	*2.60
Nicolin (BK), agent and operator.....	*2.45
Ellsworth Falls (SW), agent and opr.....	*2.60
Ellsworth (D), agent and operator.....	3.35
Clerk and operator.....	2.30
Franklin Road (SK), agent and opr.....	*2.30
Hancock (CB), agent and operator.....	*2.25
Waukeag (AG), agent and operator.....	*2.35
Mt. Desert Ferry (W), agent and opr.....	*3.00
Bar Harbor (BN), clerk and operator.....	3.05
South Brewer (BV), agent and operator.....	*2.70
South Orrington (SO), agent and opr.....	*2.35
Bucksport Center (J), agent and opr.....	*2.35
Bucksport (BX), agent and operator.....	*3.70
Washington Jct. (WC), agent and opr.....	3.25
Second trick operator.....	2.55
Third trick operator.....	2.35
Franklin (CN), agent and operator.....	*2.20
Unionville (RV), agent and operator.....	*2.10
Cherryfield (FD), agent and operator.....	3.40
Harrington (KG), agent and operator.....	*2.25
Columbia (BU), agent and operator.....	*2.05
Columbia Falls (CD), agent and opr.....	*2.35
Jonesboro (SB), agent and operator.....	*2.15
Whitneyville (WN), agent and operator.....	*2.30
Machias (MA), agent and operator.....	3.65
East Machias (SC), agent and operator.....	*2.60
Dennysville (RS), agent and operator.....	*2.55
Ayer's Junction (W), agent and opr.....	*2.65
Milltown (MD), agent and operator.....	*2.55

Station and Position.	Rate per Day.
Calais (RA), agent and operator.....	\$4.30
(KR), first trick operator.....	2.95
Second trick operator.....	2.85
Third trick operator.....	2.75
Princeton (PN), agent and operator.....	*2.65
Woodland (X), agent and operator.....	*3.15
Day operator.....	3.30
Pembroke (BM), agent and operator.....	*2.20
Perry (MU), agent and operator.....	*2.10
Eastport (FO), agent and operator.....	4.35
Day operator.....	3.10
(WS), day operator.....	2.80

MOUNTAIN DIVISION. Rate per

Station and Position.	Day.
South Windham (SW), agent and opr.....	*\$2.65
Day operator.....	2.75
Newhall (NA), agent and operator.....	*2.65
White Rock (WK), agent and operator.....	*2.25
Sebago Lake (SA), agent and operator.....	*3.15
Day operator.....	2.75
Steep Falls (UM), agent and operator.....	*2.55
Day operator.....	2.55
Mattocks (BA), agent and operator.....	*2.20
Day operator.....	1.70
Cornish (B), agent and operator.....	*2.15
West Baldwin (WB), agent and opr.....	*2.45
Bridgton Jct. (BS), agent and operator.....	*2.05
Hiram (HI), agent and operator.....	*2.30
Brownfield (BF), agent and operator.....	*2.55
Fryeburg (FG), agent and operator.....	*2.55
Conway Center (C), agent and operator.....	*2.80
Redstone (RD), agent and operator.....	*2.70
North Conway (CY), agent and operator.....	3.15
Intervale (RV), agent and operator.....	*2.65
Day operator.....	2.70
Glen (GS), agent and operator.....	*1.95
Day operator.....	2.70
Bartlett (UB), agent and operator.....	*3.15
First trick operator.....	3.05
Second trick operator.....	2.75
Third trick operator.....	2.75
Sawyer's River (MO), agent and opr.....	*2.55
Willey House (WO), day operator.....	1.70
Crawfords (XN), agent and operator.....	*2.75
Fabyans (FA), agent and operator.....	*3.25
Day operator.....	2.75
Twin Mountain (SU), agent and opr.....	2.80
Quebec Jct. (Q), agent and operator.....	*2.85
Whitefield (W), agent and operator.....	2.85
Lunenburg (NU), agent and operator.....	*2.80
Day operator.....	2.65
Essex (NC), agent and operator.....	*3.15
Concord (WC), agent and operator.....	*2.65
Jefferson Jct. (FU), agent and operator.....	*2.75
Baileys (JE), agent and operator.....	2.45
Riverton (RV), agent and operator.....	2.45
Lancaster (FO), agent and operator.....	*3.15
Clerk and operator.....	2.65
Coos Jct. (CM), agent and operator.....	*2.40
Guildhall (G), agent and operator.....	2.45
North Stratford (NS), agent and opr.....	*3.35
Day operator.....	2.85
Colebrook (CB), agent and operator.....	3.70
Day operator.....	2.70
West Stewartstown (WN), agt and opr.....	*2.65
Beecher Falls (BO), agent and opr.....	*3.05
First trick operator.....	2.85
Second trick operator.....	2.85
East Hereford (HD), agent and opr.....	*2.30
Paquetteville (QT), agent and operator.....	*2.60
St. Malo (DM), agent and operator.....	*2.55
Clifton (CN), agent and operator.....	2.50
Sawyer's (VI), agent and operator.....	*2.85

Station and Position.	Rate per Day.
Cookshire Jct. (K), agent and operator.*	\$3.70
Lime Ridge (RI), agent and operator..	\$3.00

PORTLAND TERMINAL COMPANY.

Station and Position.	Rate per Day.
Union Station (PA), first trick operator.	\$3.30
Second trick operator.....	3.30
Third trick operator.....	3.30
Portland Yard (PG), first trick operator	3.00
Second trick operator.....	3.00
Third trick operator.....	3.00
Portland Supt. (PQ), day operator....	3.00
Thompson's Point (PO), day operator..	2.85
Deering Jct. (MO), first trick operator.	2.95
Second trick operator.....	2.85
Third trick operator.....	2.85

Station and Position.	Rate per Day.
Cumberland Mills (ND), agent and opr.	†\$4.05
First trick operator.....	2.85
Second trick operator.....	2.85
Third trick operator.....	2.85
Woodfords (WD), agent and operator..	2.85
Westbrook (WB), day operator.....	2.85
B. & M. Jct. (F), first trick operator..	2.95
Second trick operator.....	2.95
Third trick operator.....	2.95

F. E. SANBORN,
General Superintendent.

Approved:

D. C. DOUGLASS,
General Manager.

E. J. HAYES,
General Chairman,
For the Telegraphers.

Midland Valley Railroad Company

(EFFECTIVE DECEMBER 1, 1916.)

The following rules and compensation will govern the employes of this department, effective December 1st, 1916:

RULE I.

Any employe performing the duties of a telegrapher, and agents, cashiers and traveling auditors, who are telegraph operators, whether required to perform the duty of telegrapher or not, will be considered telegraphers within the meaning of these rules.

RULE II.

These rules and compensation apply to positions mentioned in Rule XIX, and to similar positions that may be created, and in fixing compensation therefor, salaries of similar positions on this line will be considered.

RULE III.

Telegraphers will be considered in line for promotion at stations and offices mentioned in these rules according to their seniority, except that fitness and ability shall govern. The general superintendent to be the judge as to their fitness and ability. It must be understood this company will insist, as a measure of fitness, that its agents and other employes accord courteous treatment to the public at all times.

RULE IV.

In reduction of force, a telegrapher may be assigned to the position held by junior telegrapher, or may be placed on extra list.

RULE V.

Permanent vacancies and permanent new positions will be bulletined to all offices. The senior telegrapher making written application within ten (10) days from date of bulletin will be assigned in accordance with Rule III.

RULE VI.

Seniority shall be as of date of employment.

A telegrapher cannot return to a position vacated by him until such position has been advertised the second time, except there are no other applicants.

Telegraphers leaving the service forfeit their seniority. Trading positions will not be permitted.

RULE VII.

Seniority lists will be published semi-annually.

RULE VIII.

Telegraphers will not be discharged or otherwise disciplined except for just cause. Should a telegrapher consider he has been unjustly discharged or disciplined, he may, by making written statement to general superintendent within ten (10) days thereof, be given a hearing. At such hearing he may have the right to select a disinterested employe to be present. Should hearing develop that the telegrapher is found without fault, he will be reinstated and paid for time lost. If unjustly disciplined, it will be corrected.

RULE IX.

At offices where but one telegrapher is employed, twelve (12) hours, with one hour off for meal, will constitute a day's work. Telegraphers whose regular hours are more than nine, shall be allowed sixty (60) consecutive minutes between eleven and two (11:00 and 2:00) day or night, for meal.

At offices where two or more telegraphers are employed, nine (9) consecutive hours will constitute a day's work.

RULE X.

Telegraphers required to perform service before or after their regular assigned hours will receive overtime at the rate of twenty-five cents (25c) per hour; thirty minutes or less shall not be counted; more than thirty minutes will be counted one hour. Overtime will not be allowed unless prescribed form is mailed to chief dispatcher within forty-

eight (48) hours after service has been performed. For special call, he will receive twenty-five cents (25c) for first hour, or any part thereof.

RULE XI.

Telegraphers will be excused from Sunday work as far as practicable, without reduction in pay.

RULE XII.

Telegraphers instructed by this company to attend court will be paid for the time lost, and if away from home station, will be allowed necessary expenses. The company will be entitled to their mileage and witness fees.

RULE XIII.

Telegraphers performing duty at wrecks, washouts or other emergency offices will be paid regular salaries and necessary expenses while away from home.

RULE XIV.

When a change causes a telegrapher to move, he will be furnished transportation for himself, family and household goods, when not in violation of law or this company's rules.

RULE XV.

Service letters will be furnished telegraphers on request.

RULE XVI.

When the company requires telegraphers to make bond, the company will pay the premium.

RULE XVII.

Leave of absence will be granted where it can be done without detriment to the service.

RULE XVIII.

When telegraphers are temporarily transferred from their regular position, they will suffer no loss of pay.

RULE XIX.**WAGE SCALE.**

*Guaranteed minimum monthly compensation, including all commissions.

†House to live in.

Station and Position.	Rate per Month.
Ft. Smith, bill clerk-telegrapher.....	\$ 70.00
Hartford, agent telegrapher.....	†*90.00
Midland, agent telegrapher.....	*70.00
Greenwood, agent telegrapher.....	*90.00
Hackett, agent telegrapher.....	*55.00
Rock Island, agent telegrapher.....	†*65.00
Williams, agent telegrapher.....	*50.00
Bokoshe, agent telegrapher.....	*90.00
Keota, agent telegrapher.....	†*80.00
Kanima, agent telegrapher.....	*65.00
Stigler, agent telegrapher.....	†*95.00
Telegrapher clerk.....	60.00
Forum, agent telegrapher.....	*80.00
Warner, agent telegrapher.....	*70.00
Keefton, agent telegrapher.....	†*60.00
Muskogee (YD), first trick tel.	75.00
Second trick telegrapher.....	70.00
Third trick telegrapher.....	70.00
Haskell, agent telegrapher.....	†*95.00
Telegrapher clerk	60.00
Leonard, agent telegrapher.....	*70.00
Bixby, agent telegrapher.....	†*90.00
Jenks, telegrapher clerk.....	60.00
Tulsa, first trick telegrapher.....	75.00
Second trick telegrapher.....	70.00
Third trick telegrapher.....	70.00
Sperry, agent telegrapher.....	†*75.00
Skiatook, agent telegrapher.....	†*90.00
Avant, agent telegrapher.....	*80.00
Bigheart, agent telegrapher.....	†*80.00
Pawhuska, first trick telegrapher....	75.00
Second trick telegrapher.....	70.00
Third trick telegrapher.....	70.00
Foraker, agent telegrapher.....	†*75.00
Grainola, agent telegrapher.....	†*65.00
Hardy, agent telegrapher.....	†*65.00
Arkansas City, cashier telegrapher..	70.00
Gouda Springs, agent telegrapher....	†*65.00
Belle Plaine, agent telegrapher.....	†*70.00
Oxford, agent telegrapher.....	†*70.00
Wichita, cashier telegrapher.....	85.00

RULE XX.

Telegraphers will be furnished a copy of these rules.

RULE XXI.

No changes will be made in these rules and compensation until after thirty (30) days' notice.

The Minneapolis & St. Louis Railroad Company

(EFFECTIVE APRIL 1, 1917.)

ARTICLE I.**Definition of "Telegrapher."**

Any employe (except dispatchers) performing the duties of a telegrapher, whether termed agent, agent and operator, leverman and operator, telephoner, or clerk and operator, also station agents incorporated in the accompanying wage scale, shall be considered a telegrapher within the meaning of

this schedule. "Telephoner" is meant to include those handling train orders or blocking trains.

WAGE SCALE.

Station and Position.	Rate Per Month.
Minneapolis (general office), day tel..	\$ 85.00
Night telegrapher	83.00
Minneapolis (depot), depot master tel	83.00

Station and Position.	Rate Per Month.	Station and Position.	Rate Per Month.
Cedar Lake (disp. office), day teleg.	\$ 83.00	Tara, agent	\$ 85.00
Cedar Lake (yard office), tel. clerk	75.00	Moorland, agent telegrapher	62.00
Second telegrapher	71.00	Callender, agent telegrapher	60.00
Third telegrapher	71.00	Gowrie, agent	65.00
Hopkins, agent	83.00	First telegrapher	63.00
First telegrapher	68.00	Second telegrapher	63.00
Second telegrapher	68.00	Third telegrapher	62.00
Third telegrapher	68.00	Paton, agent telegrapher	62.00
Eden Prairie, agent telegrapher	55.00	Dana, agent telegrapher	61.00
Second telegrapher	62.00	Grand Jct., agent telegrapher	33.00
Chaska, agent telegrapher	87.50	Rippey, agent telegrapher	63.00
Second telegrapher	65.00	Angus, agent telegrapher	62.00
Third telegrapher	62.00	Perry, agent	95.00
Carver, agent telegrapher	55.00	First telegrapher	65.00
Jordan, agent telegrapher	63.50	Second telegrapher	62.00
New Prague, agent telegrapher	95.00	Third telegrapher	62.00
Second telegrapher	65.00	Minburn, agent telegrapher	61.00
Third telegrapher	62.00	Dallas Center, agent telegrapher	65.00
Montgomery, agent	75.00	Waukee, agent telegrapher	65.00
First telegrapher	65.00	LaFayette, agent telegrapher	55.00
Second telegrapher	65.00	New Ulm, telegrapher clerk	60.00
Third telegrapher	62.00	Hanska, agent telegrapher	62.00
Kilkenny, agent telegrapher	60.00	St. James, agent telegrapher	87.00
Waterville, agent telegrapher	80.00	Ormsby, agent telegrapher	57.00
Second telegrapher	62.00	Monterey, agent telegrapher	55.00
Third telegrapher	62.00	Sherburne, agent telegrapher	65.00
Waseca, agent	97.50	Dunnell, agent telegrapher	55.00
First telegrapher	70.00	Huntington, agent telegrapher	55.00
Second telegrapher	62.00	Estherville, telegrapher clerk	65.00
Third telegrapher	62.00	Terril, agent telegrapher	60.50
Otisco, agent telegrapher	58.50	Langdon, agent telegrapher	56.00
New Richland, agent telegrapher	65.00	Spencer, agent	95.00
Second telegrapher	65.00	Telegrapher clerk	67.00
Third telegrapher	62.00	Leverman telegrapher	57.50
Hartland, agent telegrapher	63.50	Greenville, agent telegrapher	56.00
Manchester, agent telegrapher	55.00	Sioux Rapids, agent telegrapher	72.00
Albert Lea, first telegrapher	82.00	Rembrandt, agent telegrapher	57.00
Second telegrapher	79.00	Truesdale, agent telegrapher	55.00
Third telegrapher	79.00	Storm Lake, agent telegrapher	73.00
Fourth telegrapher	79.00	Deephaven, agent telegrapher	55.00
Twin Lakes, agent telegrapher	55.00	Excelsior, agent telegrapher	62.00
Emmons, agent telegrapher	55.00	Second telegrapher	59.00
Lake Mills, agent telegrapher	63.00	Third telegrapher	57.50
Leland, agent telegrapher	55.00	Waconia, agent telegrapher	62.00
Forest City, agent telegrapher	77.50	Young America, agent telegrapher	65.00
Second telegrapher	55.00	Norwood, agent telegrapher	57.00
Third telegrapher	55.00	Hamburg, agent telegrapher	57.00
Britt, agent telegrapher	75.00	Green Isle, agent telegrapher	57.00
Corwith, agent	75.00	Arlington, agent telegrapher	65.00
Telegrapher	60.00	Second telegrapher	57.00
Luverne, agent telegrapher	62.50	Gaylord, agent telegrapher	63.00
Livermore, agent telegrapher	70.00	Winthrop, agent	72.00
Humboldt, agent telegrapher	67.00	First telegrapher	62.00
Second telegrapher	60.00	Second telegrapher	60.00
Third telegrapher	57.00	Third telegrapher	60.00
Badger, agent telegrapher	60.00	Gibbon, agent telegrapher	60.00
Ft. Dodge (disp. of.), telegrapher clerk	80.00	Fairfax, agent telegrapher	65.00
Otho, agent telegrapher	53.00	Franklin, agent telegrapher	57.50
Burnside, agent telegrapher	53.00	Morton, agent telegrapher	73.00
Dayton, agent telegrapher	60.00	Second telegrapher	61.00
Pilot Mound, agent telegrapher	60.00	Third telegrapher	61.00
Ogden, agent telegrapher	67.00	Redwood, agent telegrapher	58.00
Berkeley, agent telegrapher	53.00	Delhi, agent telegrapher	58.00
Ruthven, agent telegrapher	75.00	Belview, agent telegrapher	62.00
Ayrshire, agent telegrapher	65.00	Echo, agent telegrapher	58.00
Curley, agent telegrapher	62.00	Wood Lake, agent telegrapher	58.00
Mallard, agent telegrapher	65.00	Hanley Falls, agent telegrapher	57.00
Plover, agent telegrapher	61.00	Hazel Run, agent telegrapher	58.00
Rolfe, agent telegrapher	67.00	Clarkfield, agent telegrapher	60.00
Gilmore City, agent	67.00	Boyd, agent telegrapher	58.00
Telegrapher	55.00	Dawson, agent	65.00
Pioneer, agent telegrapher	60.00	First telegrapher	57.50
Clare, agent telegrapher	62.00	Second telegrapher	57.50
		Madison, agent telegrapher	65.00

Station and Position.	Rate Per Month.
Marietta, agent telegrapher.....	\$ 58.00
Revillo, agent telegrapher.....	56.00
Strandburg, agent telegrapher.....	56.00
Troy, agent telegrapher.....	50.00
Waverly, agent telegrapher.....	50.00
Watertown, night telegrapher.....	72.00
Florence, agent telegrapher.....	53.00
Wallace, agent telegrapher.....	52.50
Bradley, agent telegrapher.....	55.00
Crocker, agent telegrapher.....	52.50
Crandall, agent telegrapher.....	52.50
Conde, agent telegrapher.....	72.00
Second telegrapher.....	57.50
Stratford, agent telegrapher.....	57.00
Aberdeen, telegrapher clerk.....	80.00
Leola, agent telegrapher.....	57.00
Brentford, agent telegrapher.....	60.00
Melette, agent telegrapher.....	60.00
Northville, agent telegrapher.....	60.00
Cresbard, agent telegrapher.....	60.00
Tolstoy, agent telegrapher.....	57.50
Hoven, agent telegrapher.....	57.50
Lowry, agent telegrapher.....	55.00

EASTERN DIVISION.

Station and Position.	Rate Per Month.
Mason City, first telegrapher.....	\$ 70.00
Second telegrapher.....	67.00
Third telegrapher.....	67.00
Rockwell, agent telegrapher.....	70.50
Sheffield, agent telegrapher.....	72.00
Chapin, agent telegrapher.....	68.00
Hampton, agent.....	95.00
First telegrapher.....	70.00
Second telegrapher.....	65.00
Third telegrapher.....	65.00
Geneva, agent telegrapher.....	63.00
Faulkner, agent.....	46.00
Ackley, agent.....	85.00
First telegrapher.....	68.00
Second telegrapher.....	65.00
Third telegrapher.....	62.00
Abbott Crossing (joint), agent.....	32.50
Abbott, agent telegrapher.....	65.00
Steamboat Rock, agent telegrapher...	65.00
Eldora, agent.....	85.00
Telegrapher clerk.....	68.00
Union, agent telegrapher.....	67.00
Liscomb, agent telegrapher.....	64.00
Albion, agent telegrapher.....	64.00
Marshalltown, first telegrapher.....	73.00
Second telegrapher.....	70.00
Third telegrapher.....	70.00
Dillon, night telegrapher.....	64.00
Pickering (joint), agent telegrapher..	38.50
Gilman, agent telegrapher.....	68.00
Newburg, agent telegrapher.....	64.00
Grinnell, agent.....	95.00
First telegrapher.....	70.00
Second telegrapher.....	70.00
Third telegrapher.....	70.00
Searsboro, agent telegrapher.....	63.00
New Sharon, agent.....	65.00
First telegrapher.....	67.00
Second telegrapher.....	67.00
Third telegrapher.....	62.00
Oskaloosa (disp. off.), first telegrapher	82.00
Second telegrapher.....	76.00
Telegrapher clerk.....	74.00
Eddyville, agent telegrapher.....	70.00

Station and Position.	Rate Per Month.
Albia, agent.....	\$ 95.00
First telegrapher.....	70.00
Second telegrapher.....	67.00
Third telegrapher.....	67.00
Wright, agent telegrapher.....	64.00
Fremont, agent telegrapher.....	65.00
Hedrick (joint), agent telegrapher....	41.25
Second telegrapher.....	35.00
Third telegrapher.....	36.50
Martinsburg, agent telegrapher.....	64.00
Ollie, agent telegrapher.....	63.00
Richland, agent telegrapher.....	64.00
Brighton, agent telegrapher.....	70.00
Second telegrapher.....	62.00
Third telegrapher.....	62.00
Wayland, agent telegrapher.....	64.00
Olds, agent telegrapher.....	67.00
Second telegrapher.....	62.00
Third telegrapher.....	62.00
Winfield, agent telegrapher.....	70.00
Marsh, agent telegrapher.....	63.00
Morning Sun, agent telegrapher.....	78.00
Newport, agent telegrapher.....	62.00
Elrick Jct., agent telegrapher.....	65.00
Second telegrapher.....	62.00
Third telegrapher.....	62.00
Oakville, agent telegrapher.....	67.00
Keithsburg, agent telegrapher.....	72.50
Second telegrapher.....	63.50
Seaton, agent telegrapher.....	67.00
Little York, agent telegrapher.....	66.00
Eleanor, agent telegrapher.....	62.00
Monmouth Yard, first telegrapher....	73.00
Second telegrapher.....	70.00
Third telegrapher.....	69.00
Monmouth, telegrapher clerk.....	75.00
Berwick, agent telegrapher.....	64.00
Abingdon, agent telegrapher.....	79.00
Second telegrapher.....	62.00
London Mills, agent telegrapher.....	66.00
Second telegrapher.....	62.00
Third telegrapher.....	62.00
Rapatee, agent telegrapher.....	62.00
Middle Grove, agent telegrapher.....	68.00
Farmington, agent.....	85.00
First telegrapher.....	64.00
Second telegrapher.....	62.00
Third telegrapher.....	62.00
Cramers, agent telegrapher.....	63.00
Trivoli, agent telegrapher.....	62.00
Eden, agent.....	50.00
Hanna, agent telegrapher.....	67.50
Bartlett, agent.....	85.00
Maxwell, first telegrapher.....	65.00
Second telegrapher.....	65.00
Third telegrapher.....	65.00
Peoria (fgt. office) telegrapher clerk.	85.00
Algona, agent telegrapher.....	72.00
St. Benedict, agent telegrapher.....	60.00
Kanawha, agent telegrapher.....	66.00
Belmond, agent telegrapher.....	75.00
Alexander, agent telegrapher.....	58.00
Latimer, agent telegrapher.....	58.00
Minerva, agent telegrapher.....	59.00
Clemons Grove, agent telegrapher....	58.00
St. Anthony, agent telegrapher.....	58.00
Zearing, agent telegrapher.....	58.50
McCallsburg, agent telegrapher.....	59.00
Roland, agent telegrapher.....	58.00
Story City, agent telegrapher.....	68.00
Laurel, agent telegrapher.....	58.00
Van Cleve, agent telegrapher.....	58.00
State Center, agent telegrapher.....	58.00
Montezuma, agent telegrapher.....	72.00

Station and Position.	Rate Per Month.
Taintor, agent telegrapher.....	\$ 58.00
Lynville, agent telegrapher.....	60.00
Sully, agent telegrapher.....	58.00
Kilduff, agent telegrapher.....	58.00
Newton, agent telegrapher.....	90.00

ARTICLE II.**Computing Overtime.**

In computing extra time, less than thirty minutes will not be counted, thirty minutes and less than sixty minutes will be counted one hour, and so on. Overtime will not be allowed unless overtime tickets are forwarded to the chief dispatcher within forty-eight hours from the time the service is performed. Telegraphers will be promptly notified when overtime is not allowed and reasons, given.

ARTICLE III.**Overtime.**

When kept on duty by competent authority in excess of regular hours (except as provided in Article VII) overtime pro rata of monthly salary with a minimum of 35 cents per hour, as per Article II.

ARTICLE IV.**Calls.**

When called to come on duty outside of regular established hours, 60 cents for the call and first hour; except that when living in depot, 35 cents for the call and first hour. If kept on duty longer than one hour, overtime pro rata of monthly salary with a minimum of 35 cents per hour, as per Article II. Meeting regular trains as per Article VII not to be considered a "call."

ARTICLE V.**Emergency Work.**

Assigned telegraphers, for temporary work away from home office, will be paid 25 cents per hour from the time called to report for duty until return to home office, less time off duty for meals and rest. This in addition to regular salary.

Unassigned telegraphers, for such work, will be paid \$2.50 per day of ten hours or less, overtime pro rata.

ARTICLE VI.**Meal Hour.**

When possible at one-man offices, telegraphers will be allowed one hour for meal, between 11:30 a. m. and 1:30 p. m., and between 11:00 p. m. and 1:30 a. m. When the meal hour is curtailed to less than forty-five minutes between these hours, or when the meal hour is missed, twenty-five minutes will be allowed for lunch at the first opportunity, and in either event, 35 cents overtime will be allowed.

ARTICLE VII.**Meeting One Regular Train.**

For meeting one regular scheduled train between 6:00 a. m. and opening time, or closing time and 9:30 p. m., \$7.00 per month; between 6:00 a. m. and opening time, or a. m. and 6:00 a. m., \$10.00 per month; in either event, including one hour on duty

when necessary, this hour to commence thirty minutes before time train is scheduled at station. If kept on duty longer than one hour, overtime pro rata of monthly salary with a minimum of 35 cents per hour, as per Article II.

ARTICLE VIII.**Switch Lights.**

When practicable, telegraphers will not be required to care for switch lamps; but when conditions require this, telegraphers will be paid \$4.00 per month for caring for four (4) lamps or less, and 50 cents for each additional lamp. This does not apply to train order, platform or interlocking signal lamps.

ARTICLE IX.**Operating Pumps.**

For operating gasoline or oil lamps, \$10.00 per month. This is the total amount to be paid at any one station, and it is understood that the \$10.00 is to be divided between the employees engaged in pumping.

ARTICLE X.**Attending Court.**

Telegraphers ordered to attend court or other business of the company will be paid their regular salary. If away from home station they will be allowed necessary expenses; the company being entitled to their mileage and witness fees.

ARTICLE XI.**Seniority.**

Seniority will be effective only when vacancies occur or new positions are created.

Seniority rights on the Eastern Division will not apply to the Central and Western Divisions, and vice versa.

ARTICLE XII.**Seniority Date.**

Seniority rights will date from the last time of entering the service.

ARTICLE XIII.**Seniority List.**

Seniority list will be prepared in January of each year and copy of this list furnished to the general chairman and members of the committee.

ARTICLE XIV.**Trading Positions.**

Trading of positions will not be permitted.

ARTICLE XV.**Vacancies to Be Bulletin.**

When any position incorporated in the accompanying wage scale becomes vacant, or a new position is created, telegraphers will be given telegraphic or written notice of the same within ten days, together with location and rate of pay. Telegraphers failing to make application for such positions within ten days will lose their rights to the same.

Written notice of applicants and assignments will be given the general and division chairmen.

A vacancy will be filled within thirty days after it occurs by the appointment of the successful applicant.

Telegraphers not desiring to accept promotion when offered will not lose their rights to vacancies occurring thereafter.

Telegraphers will also be given due consideration for vacancies which may occur at stations not incorporated in this schedule, but such vacancies will not be bulletined.

ARTICLE XVI.

Promotion.

Telegraphers will be considered in line for promotion, advancement depending upon faithful discharge of duties and capacity for increased responsibility. Merit and competency being sufficient, seniority will govern, the superintendent to be the judge, subject to appeal.

ARTICLE XVII.

Incompetent.

Telegraphers found to be incompetent for positions to which promoted will be placed on the extra list, but will not forfeit seniority rights.

ARTICLE XVIII.

Reducing Force.

In reducing forces, qualifications being equal, the men most recently employed will be laid off or dismissed.

ARTICLE XIX.

Increasing Force.

When the force is increased, preference will be given telegraphers laid off on account of decrease in business, if immediately available; and when so re-employed within three months they will retain their former seniority.

ARTICLE XX.

Leave of Absence.

Telegraphers leaving the service voluntarily or remaining away on leave of absence more than three (3) months (except in the case of sickness, or engaged in transaction of business for or on the telegraphers' committee), will lose their seniority rights.

Telegraphers assigned to other service, not shown in this schedule, will retain their seniority as earned to that date, so long as they remain in continuous service of the company.

Telegraphers who are on leave of absence will not be permitted to return to work for a few days for the sole purpose of holding their seniority rights.

ARTICLE XXI.

Service Letters.

Telegraphers leaving the service of the company for any cause will, upon written request, be given a letter stating the time and character of service, and if dismissed, the cause thereof.

ARTICLE XXII.

Transfers.

When telegraphers are transferred by order of the company, they will receive free transportation for themselves, dependent

members of their families, and household goods, and shall suffer no loss of pay.

When transferred on their own request, or by reason of promotion, or on account of seniority rights, they will receive free transportation as above, but will not be paid for time lost in transferring.

Telegraphers desiring to be checked in after leave of absence will give the superintendent at least five (5) days' advance notice, and if check is delayed thereafter will receive pay for such additional time as they are held out of service.

ARTICLE XXIII.

Relief Telegraphers.

Relief telegraphers will be paid salary of telegrapher they relieve, unless they are paid a fixed monthly salary for such work.

ARTICLE XXIV.

Authority of Agents.

Telegraphers at stations will be under the immediate control of the agent and perform such duties pertaining to the station as may be required by the agent.

ARTICLE XXV.

Sunday Work.

Telegraphers shall be excused from Sunday and holiday duties as much as the condition of business will permit, and without reduction of pay.

Telegraphers whose regular assigned hours exceed nine per day, required to work more than five consecutive hours on Sunday, will be paid overtime as per Article III for all time in excess of five consecutive hours. Sunday hours to be within the regular assigned week day hours, provided that where regular passenger trains cannot be taken care of within five consecutive hours, the company may at their option arrange for a three-hour work day on Sunday not to exceed two periods and within the spread of the week day hours. The Sunday assignment of hours to be fixed by the superintendent and not subject to temporary change.

ARTICLE XXVI.

Express Commissions.

Telegraphers are entitled to compensation received from the express company, for serving as agent or transfer man of such company.

ARTICLE XXVII.

Caring for Stations.

Telegraphers will be required to keep depot building and platform in neat and orderly condition, but will not be required to scrub floors, wash windows, clean outbuildings, or shovel snow from platforms, except in case of emergency, when other forces are not available. In cases where assistance is necessary to perform these duties, superintendents will be notified.

ARTICLE XXVIII.

Discipline.

When a telegrapher considers he has been unjustly disciplined, he shall have the right to present his case to the superintendent with such evidence as he may offer, and

may, if he so desires, be accompanied by another co-employee. Investigations should ordinarily be held within five (5) days.

Grievances will be taken up within thirty (30) days with the proper officials, otherwise redress will be waived.

If the telegrapher considers action to be unjust, he shall have the right to appeal to the next highest officer up to the general manager, within thirty (30) days, otherwise redress will be waived.

If investigation shows employee blameless he will be paid for time lost.

ARTICLE XXIX.

Hours of Service.

Except as specified, at telegraph offices operated thirteen hours or less within a twenty-four hour period, twelve consecutive hours, including meal hour (as per Article VI), will constitute a day's work; on the Eastern Division the day will commence between 6:00 and 7:00 a. m. or p. m.; on the Central and Western Divisions, between 6:30 and 8:00 a. m. or p. m.

At telegraph offices operated a total of more than thirteen hours during a twenty-four hour period, nine hours actual service within a period of twelve hours will constitute a day's work for telegraphers whose duties include the handling of orders pertaining to or affecting train movements or the blocking of trains; no trick will be split more than once; meal hour will not be considered a split.

Twelve consecutive hours, including meal hour (per Article VI), will constitute a day's work for telegraphers whose duties do not include the handling of orders pertaining to or affecting train movements or the blocking of trains.

Nine consecutive hours will constitute a day's work at Cedar Lake "MS", Albert Lea "AB", Mason City "MC", Marshalltown "YD", Monmouth "YA", Maxwell "WS".

Nine hours' service within a period of eleven hour will constitute a day's work at Oskaloosa.

Nine hours' service within a period of ten hours will constitute a day's work at Minneapolis "GO".

Ten hours' service within a period of fifteen hours will constitute a day's work at Minneapolis "H".

ARTICLE XXX.

Vacations.

Telegraphers working ten (10) hours or more who have been in the service of this company ten (10) or more consecutive years will be allowed ten (10) days' leave of absence annually without loss of salary, but all other compensation will be waived to the relief agent.

If the company finds it inconvenient to grant the aforesaid leave of absence during any year to a telegrapher entitled to it under this rule, the telegrapher shall, at his option, receive compensation at his regular salary rate for the leave of absence period to which he may be entitled, or in the next following year receive additional leave of absence for a like period.

It is understood that the telegrapher to be entitled to leave of absence as provided in this article, must have earned the full ten (10) years' seniority before January first of the calendar year in which the leave is granted.

ARTICLE XXXI.

Additional Positions Created.

When new positions are created the compensation will be arranged in conformity with positions of the same class as shown in this schedule.

In case any position named herein becomes a non-telegraph position, these regulations will no longer apply as regards that position, except as provided in Article I, paragraph 1.

ARTICLE XXXII.

Interpretation of Schedule.

Should any disagreement or misunderstanding arise as to the meaning of any of these rules, or the construction to be placed thereon, the matter will be decided by the general manager and the general committee.

For the Telegraphers:

A. L. GARDNER,
General Chairman.
J. C. SANDMIER,
General Secretary.

For the Company:

J. RUSSELL,
Vice-President & General Manager.

Approved:

W. H. BREMNER,
Acting President.

Minneapolis, St. Paul & Sault Ste. Marie Railway Co.

(WAGE SCALE EFFECTIVE DECEMBER 1, 1917.)
(RULES EFFECTIVE JANUARY 1, 1918.)

ARTICLE I.

This schedule as to the wage scale is to take effect December 1, 1917, and as to rules as of January 1, 1918, and will govern the rates of pay of telegraphers until otherwise ordered. Nothing contained herein shall be held to contradict or nullify the rules and regulations of the operating department.

ARTICLE II.

Defining Telegraphers.

The list in Article XX, showing location, occupation and rate of pay, enumerates the

employees covered by this schedule, who will be considered telegraphers within the meaning of these articles.

The company will continue to promote telegraphers to positions of exclusive agents so far as practicable, and in line with the good of the service, the management to decide.

A telegrapher transferred to a non-telegraph agency, or an exclusive agency, will not lose any rights as a telegrapher.

Telegraphers accepting promotion to some other position with the company, not shown

in Article XX, may return to the telegraph service within six months without loss of seniority rights, but will take their place on the extra list.

ARTICLE III.

Promotions, Vacancies, Transfers, Reduction of Force.

Section 1. Telegraphers will be in line of promotion and advancement, depending upon the faithful discharge of duty and capacity for increased responsibility; where these are sufficient, seniority will have preference, the superintendent to be the judge, subject to appeal. Seniority rights will date from the last time of entering the service, and will extend over each superintendent's district, provided that telegraphers of not less than two years' service will, on application, be transferred from one superintendent's district to another within thirty days from date of such application, and when so transferred will be allowed seniority on the new district to the extent of three-fourths of their length of service on the system. In such case the telegrapher making the transfer will take his place on the extra list and will have the right to file into bulletined positions as per Section 2 hereof.

Sec. 2. Vacancies will be promptly bulletined to all offices in the district, and will be filled by the superintendents in accordance with Section 1. No permanent appointment will be made in less than fifteen days after bulletin has been issued, but will be made within thirty days, transfers to be made within fifteen days after appointment. Superintendents will advise local chairmen promptly of all appointments. Trading positions will not be permitted.

Sec. 3. When telegraphers are transferred and, after a fair trial, are found incompetent, they will take their place on the extra list, but will retain their seniority rights.

Sec. 4. Telegraphers declining promotion to any position do not forfeit their rights to it, or any other position when a vacancy occurs. A telegrapher making application for any position must accept the position or go on the extra list, unless his application is withdrawn before the expiration of the time allowed for making applications.

Sec. 5. In the event of reduction of telegraphers, the youngest man in the service will be laid off first. In re-employing, the oldest man laid off will be given work first. In event of a day position being closed, the incumbent thereof may displace the youngest regularly assigned day telegrapher, who in turn may displace the youngest regularly assigned telegrapher in the superintendent's district, provided seniority and ability are sufficient, and claim is made within thirty days; but in event of reduction of force at any station, the last trick will be considered abolished, the remaining telegraphers to be moved back on tricks, and in increasing the force at any station the last trick will be considered the new position and will be filled in accordance with Section 2 of this article, the telegraphers at such stations moving up on tricks. At three-trick positions the second and third trick men will be considered as night telegraphers.

Sec. 6. A revised list of telegraphers in each district will be prepared by the divi-

sion superintendent, January 1st, annually, and copies furnished to the general and local chairmen within thirty days.

Sec. 7. Seniority will only be effective when vacancies occur, or new positions are created, except as provided in Section 5.

Sec. 8. Telegraphers desiring positions in "NA"- "HU" office, Minneapolis, will file their application for the same with the general superintendent of telegraph, who will be the judge of their competency and fitness for the position. These being sufficient, seniority will govern. Seniority in "NA"- "HU" office to date from the time of entering the office. Telegraphers transferring from "NA"- "HU" office to other scheduled positions will retain three-fourths of their entire seniority rights.

ARTICLE IV.

New Positions.

When new positions are created, compensation will be arranged in conformity with positions of the same class, as shown in the schedule.

ARTICLE V.

Discipline.

Section 1. Telegraphers will not be suspended or discharged without just cause. When they consider that they have been unjustly discharged, they will have the right to appeal to the superintendent, general superintendent or general manager in the order named.

Sec. 2. Telegraphers charged with offenses involving their suspension or discharge will be advised in writing of the nature of the offense charged. Telegraphers will make their complaints in writing.

Sec. 3. Telegraphers disciplined or discharged and after investigation found not at fault, will be reinstated and paid for lost time. Such investigation to be held within ten days after request by the parties disciplined or discharged. Telegraphers may be present at any and all investigations, and may be accompanied by a co-employee.

Sec. 4. Grievances will be taken up with the officials within thirty days, otherwise will be waived.

Sec. 5. Telegraphers leaving the service for any cause will be given a letter stating the time, character of service, and specific reasons for leaving.

ARTICLE VI.

Court and Business Investigations.

Telegraphers attending court, or absent from their regular duties on business for the company, will be allowed their regular salary and living expenses while away from home.

ARTICLE VII.

Emergency Offices.

Telegraphers performing duties at wrecks, washouts, snow blockades or other similar offices, will receive a minimum of \$3.00 per day of ten hours or less, overtime pro rata, and no other compensation, time to be computed from the time they start until they return.

ARTICLE VIII.**Meal Hours.**

Telegraphers, as per Sections 1 and 2, of Article IX, will be allowed one hour for meals between 5:30 and 7:30 a. m. or p. m., or between 11:30 and 1:30, day or night. When their time is curtailed by dispatcher or to meet trains, they will receive pay for the meal hour. When the meal hour is worked they will receive thirty minutes for lunch at the first opportunity.

ARTICLE IX.**Office Hours.**

Section 1. At offices where but one telegrapher is employed, ten (10) consecutive hours, commencing between 7:00 and 8:00 a. m. or p. m., including meal hour, will constitute a day's work.

Sec. 2. At offices where two telegraphers are employed, nine (9) consecutive hours, including meal hour, will constitute a day's work.

Sec. 3. At offices where three or more telegraphers are employed, eight (8) consecutive hours will constitute a day's work.

Sec. 4. Eight (8) consecutive hours will constitute a day's work for all telegraphers employed in train dispatchers' offices.

ARTICLE X.**Overtime and Calls.**

Section 1. Telegraphers, when called by proper authority before or after regular hours, will be paid fifty cents for each call, and if kept on duty for longer than one hour, will receive overtime pro rata, but not less than thirty-five cents per hour after the first hour.

In computing overtime, thirty minutes or less will not be counted; over thirty minutes and up to one hour and thirty minutes will count as one hour.

Sec. 2. Telegraphers will be notified by the division superintendent without delay when claims for overtime or for compensation on any other account are not allowed.

ARTICLE XI.**Objectionable Work.**

Section 1. Telegraphers will not be required to scrub waiting rooms, offices or out-buildings, but will be expected to see that their stations are kept neat and clean. Telegraphers will not be required to remove snow from station platforms, except where impossible for section men to do so, or at points where no section men are located.

Telegraphers will not be required to clean main or local batteries at stations where ten or more cells are used.

Sec. 2. At stations where telegraphers have other duties to perform and are required to operate pumps, \$10.00 per month extra compensation will be paid for gas-line pumps, and \$15.00 per month for steam pumps.

Sec. 3. At stations where no section men are located, telegraphers will care for switch lamps, and will be allowed \$4.00 per month for the care of four or less switch lamps, and fifty cents per month for each additional lamp, excepting at Laona Junction, where telegraphers will be allowed \$2.00 per month. At all points, in case of ex-

tinguishment of switch lamps, telegraphers must light them and notify the proper employe that they require attention.

ARTICLE XII.**Relief Work.**

Section 1. Telegraphers holding a regularly assigned position, required to do relief work, will receive not less than the salary of the position where regularly employed, and will be paid full time for time lost transferring from one position to another, and be allowed not to exceed \$2.00 per day for necessary living expenses on production of receipts.

Sec. 2. Telegraphers holding a regularly assigned position will not be required to perform relief work except in cases of emergency.

ARTICLE XIII.**Premium on Bonds.**

Where surety bonds are required by the company, it will pay the premium on the same.

ARTICLE XIV.**Leave of Absence.**

Section 1. Telegraphers will be granted leave of absence from time to time on personal business, or otherwise, and will be granted free transportation on this company's lines.

Sec. 2. After ninety days of absence from the service of the company, employees forfeit seniority rights, except in case of sickness. Provided, if the telegraphers desire to put their general chairman on a salary, he shall be granted indefinite leave of absence without loss of seniority rights, and may return to the position he vacated if he so desires.

Sec. 3. Telegraphers who have been under suspension or leave of absence will be assigned within two days after reporting for duty. If held for service in excess of two days, they will be paid on basis of rate that attaches to the position to which they are ultimately assigned.

ARTICLE XV.**Transfers.**

Section 1. When a telegrapher is transferred by order of the proper officials, he shall receive free transportation for himself, family and household goods, and will be allowed full time while in transit and in making such transfers, rate of pay to be based on position left.

Sec. 2. Telegraphers accepting bulletined positions shall receive free transportation for themselves, family and household goods, and when assisting in the work will receive pay for time consumed in transferring accounts, traveling auditor to approve time.

ARTICLE XVI.**Sunday and Holiday Work.**

Section 1. Telegraphers will be excused from Sunday and holiday duties as much as the conditions of business will permit.

Sec. 2. Telegraphers required to perform any service on Sunday will be allowed extra pay pro rata based on a twenty-six (26) day month (as per table, Article XXI), with a minimum of one (1) hour for each time they

report, for all Sunday work within the assigned Sunday hours. Sunday hours to be assigned and to be within the regularly assigned week day hours and not subject to temporary changes. For all service on Sunday outside of the assigned Sunday hours, overtime will be allowed as per Article X.

ARTICLE XVII.

Annual Transportation.

Annual transportation on the division on which employed will be furnished all telegraphers who have been in the service for five years or more.

ARTICLE XVIII.

Students.

Telegraphers will not be required to teach telegraphy.

ARTICLE XIX.

Meetings.

Section 1. Telegraphers will be allowed to attend meetings of their organization as far as is consistent with good service; will not be discriminated against for attending to any business in connection with their organization, and will be relieved and furnished free transportation without unnecessary delay for such purpose.

Sec. 2. If a meeting with the general officers is desired, written notice of same, stating the nature of the matter to be discussed, will be submitted and arrangements made for such a meeting within thirty days, if possible.

ARTICLE XX.

WAGE SCALE.

WISCONSIN & PENINSULA DIVISION.

Station and Position.	Rate Per Month.
Shoreham, first operator.....	\$ 95.00
Second operator.....	95.00
Third operator.....	95.00
Hilo Junction, agent and operator....	77.00
Bulwer Junction, agent and operator..	84.00
Second operator.....	82.00
Third operator.....	82.00
Cardigan Junction, agent and operator	84.00
Second operator.....	82.00
Third operator.....	82.00
Soo Line Junction, first operator.....	82.00
Second operator.....	82.00
St. Paul Local Frt., first operator....	83.00
*Bald Eagle Jct., agent and operator..	88.00
Second operator.....	78.00
Withrow, agent and operator.....	79.00
Second operator.....	79.00
Third operator.....	79.00
Marine, agent and operator.....	78.00
Copas, agent and operator.....	78.00
Osceola, agent.....	86.00
First operator.....	83.00
Second operator.....	81.00
Third operator.....	78.00
Dresser Junction, agent and operator..	90.00
Second operator.....	79.00
Third operator.....	79.00
St. Croix Falls, agent and operator....	81.00
Centuria, agent and operator.....	79.00
Milltown, agent and operator.....	81.00

Station and Position.	Rate Per Month.
Luck, agent and operator.....	\$ 78.50
Second operator.....	78.00
Third operator.....	78.00
Frederic, agent and operator.....	79.00
Lewis, agent and operator.....	78.00
Siren, agent and operator.....	79.00
Webster, agent and operator.....	79.00
Danbury, agent and operator.....	79.00
Second operator.....	78.00
Markville, agent and operator.....	78.00
Cloverton, agent and operator.....	78.00
Kingsdale, agent and operator.....	78.00
Belden, agent and operator.....	78.00
Harlis, agent and operator.....	78.00
Nyc, agent and operator.....	78.00
Deronda, agent and operator.....	78.00
Amery, agent.....	86.00
First operator.....	83.00
Second operator.....	81.00
Third operator.....	81.00
Turtle Lake, agent.....	85.00
Almena, agent and operator.....	78.00
Poskin Lake, agent and operator.....	78.00
Barron, first operator and cashier....	83.00
Second operator.....	81.00
Third operator.....	79.00
Rice Lake, agent and operator.....	100.00
Birchwood, agent and operator.....	79.00
Dallas, agent and operator.....	78.00
Ridgeland, agent and operator.....	78.00
Canton, agent and operator.....	78.00
Strickland, agent and operator.....	78.00
Weyerhaeuser, agent.....	100.00
First operator.....	89.00
Second operator.....	89.00
Third operator.....	86.00
Bruce, agent and operator.....	88.00
Second operator.....	81.00
Third operator.....	81.00
Ladysmith, first operator.....	85.00
Second operator.....	85.00
Third operator.....	85.00
Tony, agent and operator.....	79.00
Glen Flora, agent and operator.....	81.00
Ingram, agent and operator.....	79.00
Hawkins, agent and operator.....	81.00
Kennan, agent and operator.....	79.00
Catawba, agent and operator.....	79.00
Pennington, agent and operator.....	78.00
Prentice, agent.....	95.00
First operator.....	85.00
Second operator.....	85.00
Third operator.....	85.00
Brantwood, agent and operator.....	81.00
Tripoli, agent and operator.....	78.00
Bradley, agent and operator.....	81.00
*Heafford Jct., agent and operator....	83.00
Rhineland, first operator.....	88.00
Second operator.....	85.00
Third operator.....	88.00
Starks, agent and operator.....	78.00
North Crandon, agent and operator...	81.00
Second operator.....	78.00
Third operator.....	78.00
Laona Jct., agent and operator.....	79.00
Cavour, agent and operator.....	77.00
Armstrong Creek, agent and operator	79.00
Goodman, agent and operator.....	83.00
Second operator.....	78.00
Third operator.....	78.00
Dunbar, agent and operator.....	79.00
Pembine, third operator.....	83.00

*Joint.

Station and Position.	Rate Per Month.	Station and Position.	Rate Per Month.
*Faithorn Jct., agent and operator.....	\$ 81.00	Elbow Lake, agent.....	\$103.00
Hermansville, agent.....	91.00	First operator.....	82.50
First operator.....	81.00	Second operator.....	80.00
Second operator.....	79.00	Third operator.....	80.00
Third operator.....	78.00	Wendell, agent and operator.....	81.50
North Escanaba, agent and operator.....	81.00	Nashua, agent and operator.....	82.00
Gladstone, first operator.....	88.00	Tenney, agent and operator.....	79.00
Second operator.....	83.00	Fairmount, agent and operator.....	97.00
Masonville, agent and operator.....	78.00	Second operator.....	80.00
Rapid River, agent and operator.....	85.00	Third operator.....	80.00
Second operator.....	79.00	Hankinson, first operator.....	94.00
Trenary, agent and operator.....	78.00	Second operator.....	94.00
Nahma Junction, agent and operator.....	78.00	Third operator.....	94.00
Cooks Mill, agent and operator.....	81.00	Mantador, agent and operator.....	79.50
Manistique, first operator.....	79.00	Wyndmere, agent and operator.....	87.50
Second operator.....	83.00	McLeod, agent and operator.....	80.00
Third operator.....	81.00	Anselm, agent and operator.....	79.00
Whitedale, agent and operator.....	78.00	Enderlin, first operator and wire chief.....	102.00
Blaney Jct., agent and operator.....	79.00	Second operator.....	97.00
Gould City, agent and operator.....	81.00	Third operator.....	97.00
Engadine, agent and operator.....	81.00	Fourth operator.....	97.00
Gilchrist, agent and operator.....	79.00	Fifth operator.....	97.00
Garnet, agent and operator.....	79.00	Sixth operator.....	97.00
Rexton, agent and operator.....	81.00	*Lucca, agent and operator.....	82.50
Second operator.....	78.00	Fingal, agent and operator.....	81.50
Rudyard, agent and operator.....	79.00	Valley City, first operator.....	90.50
Dafter, agent and operator.....	78.00	Second operator.....	90.50
		Third operator.....	90.50

MINNESOTA DIVISION.

Station and Position.	Rate Per Month.	Station and Position.	Rate Per Month.
Minneapolis (NA) Office, office mgr.....	\$122.00	*Rogers, agent and operator.....	95.00
All operators.....	107.00	Leal, agent and operator.....	80.00
Camden Place, agent and operator.....	100.00	Wimbledon, agent and operator.....	80.00
Second operator.....	92.00	Courtenay, agent and operator.....	84.50
Third operator.....	92.00	Kensal, agent and operator.....	89.50
Hamel, agent and operator.....	80.00	Second operator.....	82.00
Second operator.....	80.00	Third operator.....	82.00
Loretto, agent and operator.....	84.00	Bordulac, agent and operator.....	82.00
Second operator.....	80.00	Carrington, agent and operator.....	85.00
Third operator.....	80.00	Second operator and cashier.....	91.50
Rockford, agent and operator.....	80.00	Third operator.....	84.00
Buffalo, agent and operator.....	86.50	Cathay, agent and operator.....	83.00
Second operator.....	80.00	Emrich, agent and operator.....	76.00
Third operator.....	80.00	Fessenden, agent and operator.....	87.00
Annandale, agent and operator.....	86.50	Second operator.....	82.00
Maple Lake, agent and operator.....	86.50	Third operator.....	79.50
South Haven, agent and operator.....	86.50	Manfred, agent and operator.....	82.00
Second operator.....	84.00	Harvey, first operator.....	94.00
Third operator.....	81.50	Second operator.....	94.00
Kimball Prairie, agent and operator.....	81.50	Third operator.....	94.00
Watkins, agent and operator.....	82.50	Martin, agent and operator.....	81.50
Eden Valley, agent and operator.....	81.50	Anamoose, agent and operator.....	82.50
Paynesville, agent and operator.....	97.50	Drake, agent.....	92.50
Second operator.....	80.00	First operator.....	90.50
Third operator.....	84.00	Second operator.....	90.50
Regal, agent and operator.....	79.00	Third operator.....	90.50
Belgrade, agent and operator.....	86.50	Fourth operator.....	90.50
Brocton, agent.....	93.00	Balfour, agent and operator.....	85.00
First operator.....	86.50	Bergen, agent and operator.....	80.50
Second operator.....	86.50	Voltaire, agent and operator.....	82.50
Third operator.....	86.50	Velva, agent and operator.....	85.00
Sedan, agent and operator.....	79.00	Second operator.....	81.50
Glenwood, all operators.....	99.50	Third operator.....	80.00
Lowry, agent and operator.....	79.00	Sawyer, agent and operator.....	83.00
Farwell, agent and operator.....	80.00	Logan, agent and operator.....	80.00
Kensington, agent and operator.....	84.00	Minot, first operator and manager.....	99.50
Hoffman, agent and operator.....	87.50	Second operator.....	94.50
Second operator.....	84.00	Third operator.....	94.50
Third operator.....	79.00	Burlington, agent and operator.....	84.50
Barrett, agent and operator.....	82.00	Foxholm, agent and operator.....	79.00
		Carpio, agent and operator.....	84.00
		Donnybrook, agent and operator.....	84.00

*Joint.

Station and Position.	Rate Per Month.
Kenmare, first operator.....	\$ 92.50
Second operator.....	92.50
Third operator.....	92.50
Bowbells, agent and operator.....	81.50
Second operator.....	80.00
Third operator.....	80.00
Flaxton, agent and operator.....	92.00
Second operator.....	82.00
Portal, first operator.....	95.00
Second operator.....	94.50
Third operator.....	94.50
Columbus, agent and operator.....	80.00
Kermitt, agent and operator.....	80.00
Crosby, agent and operator.....	80.50
Ambrose, agent and operator.....	81.50
Colgan, agent and operator.....	80.00
Fortuna, agent and operator.....	78.00
Alkabo, agent and operator.....	80.00
Westby, agent and operator.....	80.00
Comertown, agent and operator.....	80.00
Dooley, agent and operator.....	85.00
Raymond, agent and operator.....	80.00
Outlook, agent and operator.....	85.00
White Tail, agent and operator.....	85.00
Rosholt, agent and operator.....	76.50
New Effingham, agent and operator.....	77.00
Claire City, agent and operator.....	76.50
Veblen, agent and operator.....	86.50
Lake City, agent and operator.....	76.50
Eden, agent and operator.....	76.50
Roslyn, agent and operator.....	76.50
Grenville, agent and operator.....	79.50

DULUTH-SUPERIOR DIVISION.

Station and Position.	Rate Per Month.
Elrosa, agent and operator.....	\$ 78.00
Greenwald, agent and operator.....	78.00
New Munich, agent and operator.....	79.00
Albany, agent and operator.....	85.00
Holdingford, agent and operator.....	86.00
Second operator.....	75.00
Bowlus, agent and operator.....	79.00
Genola, agent and operator.....	84.00
Onamia, agent and operator.....	100.00
Second operator.....	78.00
Third operator.....	78.00
Wahkon, agent and operator.....	85.00
Red Top, agent and operator.....	75.00
McGrath, agent and operator.....	78.00
Solana, agent and operator.....	80.00
Denham, agent and operator.....	80.00
Moose Lake, agent and operator.....	90.00
Second operator.....	82.00
Third operator.....	82.00
Blackhoof, agent and operator.....	77.00
Second operator.....	75.00
Third operator.....	75.00
Boylston Junction, first operator.....	82.50
Second operator.....	82.50
Third operator.....	82.50
Stinson Ave., first opr. and leverman	90.00
Second operator and leverman.....	90.00
Third operator and leverman.....	90.00
Superior, operator and ticket clerk...	100.00
Operator and ticket clerk.....	87.50
Superior, Dispatcher's Office, first opr.	92.50
Second operator.....	92.50
Third operator.....	92.50
West Duluth, agent.....	100.00
Oklee, agent and operator.....	82.00
Trail, agent and operator.....	77.00
Gully, agent and operator.....	79.00

Station and Position.	Rate Per Month.
Convick, agent and operator.....	\$ 79.00
Clearbrook, agent and operator.....	82.00
Pinewood, agent and operator.....	78.00
Leonard, agent and operator.....	78.00
Bemidji, operator.....	90.00
Cass Lake, agent and operator.....	98.00
Federal Dam, agent and operator.....	100.00
Second operator.....	78.00
Third operator.....	78.00
Boy River, agent and operator.....	79.00
Remer, agent and operator.....	84.00
Shovel Lake, agent and operator.....	78.00
Swatara, agent and operator.....	76.00
Baln, agent and operator.....	79.00
Palisade, agent and operator.....	82.00
McGregor, agent and operator.....	82.50
Lawler, agent and operator.....	85.00
Second operator.....	78.00
Third operator.....	78.00
Automba, agent and operator.....	78.00
Kettle River, agent and operator.....	78.00
Aitkin, agent and operator.....	95.00
Iron Hub, agent and operator.....	75.00
Second operator.....	75.00
Third operator.....	75.00
Deerwood, agent and operator.....	72.50
Cuyuna, agent and operator.....	85.00
Crosby, agent and operator.....	87.00
Crosby Yard, operator.....	85.00
Riverton, agent and operator.....	87.00

WINNIPEG DIVISION.

Station and Position.	Rate Per Month.
Forado, agent and operator.....	\$ 79.00
Alexandria, first operator and cashier	91.00
Second operator.....	80.00
Carlos, agent and operator.....	80.00
Miltna, agent and operator.....	80.00
Parkers Prairie, agent and operator...	85.00
Henning, agent and operator.....	88.00
Ottertail, agent and operator.....	79.00
Richville, agent and operator.....	80.00
Dent, agent and operator.....	80.00
Vergas, agent and operator.....	80.00
Detroit, first operator.....	87.00
Second operator.....	80.00
Callaway, agent and operator.....	82.00
Ogema, agent and operator.....	85.00
Waubun, agent and operator.....	82.00
Mahnomen, agent and operator.....	100.00
Second operator.....	84.00
Third operator.....	84.00
Winger, agent and operator.....	85.00
Erskine, agent and operator.....	92.00
Brooks, agent and operator.....	79.00
Plummer, agent and operator.....	85.00
Second operator.....	80.00
Third operator.....	80.00
Thief River Falls, first operator.....	95.00
Second operator.....	92.00
Newfolden, agent and operator.....	80.00
Strandquist, agent and operator.....	76.50
Karlstad, agent and operator.....	84.00
Halma, agent and operator.....	76.50
Bronson, agent and operator.....	79.00
Lancaster, agent and operator.....	80.00
Orleans, agent and operator.....	78.00
Viking, agent and operator.....	78.00
Radium, agent and operator.....	78.00
Warren, agent and operator.....	95.00
Second operator.....	79.00
Alvarado, agent and operator.....	78.00

Station and Position.	Rate Per Month.
Oslo, agent and operator.....	\$ 82.00
Ardoch, agent and operator.....	85.00
Forest River, agent and operator.....	85.00
Conway, agent and operator.....	79.00
Fordville, agent and operator.....	90.00
Lankin, agent and operator.....	84.50
Adams, agent and operator.....	97.00
Fairdale, agent and operator.....	79.00
Nekoma, agent and operator.....	79.00
Loma, agent and operator.....	79.00
Alsen, agent and operator.....	79.00
Calico, agent and operator.....	79.00
Egeland, agent and operator.....	84.50
Bisbee, agent and operator.....	84.00
Mylo, agent and operator.....	79.00
Rolette, agent and operator.....	84.00
Fonda, agent and operator.....	80.00
Overly, agent and operator.....	97.00
Omeme, agent and operator.....	82.00
Gardena, agent and operator.....	79.00
Kramer, agent and operator.....	84.00
Russell, agent and operator.....	84.00
Eckman, agent and operator.....	80.00
Hurd, agent and operator.....	82.00
Lansford, agent and operator.....	81.00
Grano, agent and operator.....	79.00
Greene, agent and operator.....	82.00
Tolley, agent and operator.....	85.00
Norma, agent and operator.....	82.00
Dahlen, agent and operator.....	79.00
Whitman, agent and operator.....	79.00
Southam, agent and operator.....	79.00
Devils Lake, agent.....	97.00
Operator and cashier.....	91.50
Harlow, agent and operator.....	79.00
Baker, agent and operator.....	79.00
Fillmore, agent and operator.....	79.00
Silva, agent and operator.....	79.00
Balta, agent and operator.....	79.00
Orrin, agent and operator.....	79.00

MISSOURI RIVER DIVISION.

Station and Position.	Rate Per Month.
Lidgerwood, agent and operator.....	\$100.00
Genesco, agent and operator.....	75.00
Ransom, agent and operator.....	74.00
Forman, agent and operator.....	77.50
Cogswell, agent and operator.....	77.50
Nicholson, agent and operator.....	76.50
Oakes, agent and operator.....	100.00
Second operator and cashier.....	90.00
Fullerton, agent and operator.....	84.50
Merricourt, agent and operator.....	81.00
Kulm, agent and operator.....	88.50
Fredonia, agent and operator.....	78.50
Lehr, agent and operator.....	79.50
Wishek, agent and operator.....	87.00
Second operator.....	82.50
Third operator.....	77.50
Burnstad, agent and operator.....	76.00
Napoleon, agent and operator.....	78.00
Kintyre, agent and operator.....	78.50
Braddock, agent and operator.....	79.50
Bismarck, Dispatcher's Office, day opr.	97.50
Moffit, agent and operator.....	75.00
Baldwin, agent and operator.....	78.50
Wilton, agent and operator.....	95.00
Washburn, agent and operator.....	97.00
Underwood, agent and operator.....	83.50
Coleharbor, agent and operator.....	79.50
Garrison, agent and operator.....	82.00

Station and Position.	Rate Per Month.
Max, agent and operator.....	\$ 93.50
Second operator.....	79.00
Third operator.....	79.00
Kief, agent and operator.....	78.50
Dogden, agent and operator.....	83.50
Ruso, agent and operator.....	81.00
Benedict, agent and operator.....	79.00
Douglas, agent and operator.....	78.50
Ryder, agent and operator.....	81.00
Makoti, agent and operator.....	78.50
Parshall, agent and operator.....	80.00
Van Hook, agent and operator.....	77.50
Sanish, agent and operator.....	81.00
Second operator.....	75.00
Plaza, agent and operator.....	85.00
Second operator.....	75.50
Danzig, agent and operator.....	75.00
Ashley, agent and operator.....	75.00
Venturia, agent and operator.....	76.00
Artas, agent and operator.....	76.00
Herreid, agent and operator.....	76.00
Pollock, agent and operator.....	86.00

CHICAGO DIVISION.

Northern District.

Station and Position.	Rate Per Month.
Stevens Point, Dis. Office, day opr.....	\$ 92.50
Day operator.....	92.50
Night operator.....	90.00
Stevens Point, Yard office, first opr.....	89.00
Second operator.....	89.00
Third operator.....	89.00
Stevens Point, first opr. and tkt. clk.	86.00
*Junction city, agent and operator.....	94.00
Second operator.....	80.00
Third operator.....	80.00
Milladore, agent and operator.....	76.50
Sherry, agent and operator.....	76.50
Auburndale, agent and operator.....	77.00
Second operator.....	73.00
Third operator.....	73.00
Hewitt, agent.....	60.00
Arpin, agent.....	55.00
Marshfield, first operator and tkt. clk.	86.50
Second operator and ticket clerk	83.50
Third operator and ticket clerk...	83.50
Loyal, agent and operator.....	75.00
Greenwood, agent and operator.....	73.00
*Vesper, agent and operator.....	75.00
Grand Rapids, first operator and cash.	87.00
Port Edwards, agent and operator...	81.00
Nekoosa, agent and operator.....	84.00
Spencer, agent.....	87.50
First operator.....	84.50
Second operator.....	84.50
Third operator.....	84.50
Owen, first operator.....	84.50
Second operator.....	84.50
Third operator.....	84.50
Withee, agent.....	67.50
Thorpe, agent and operator.....	80.50
Stanley, first operator.....	82.00
Second operator.....	79.00
Third operator.....	79.00
Boyd, agent and operator.....	79.00
Cadott, agent and operator.....	82.00
Second operator.....	76.00
Third operator.....	72.50

*Joint.

Station and Position.	Rate Per Month.
Chippewa Falls, first opr. and tkt. clk.	\$ 87.50
Second operator and ticket clerk.	85.00
Eau Claire, first opr. and tkt. clk.	87.50
Second operator and ticket clerk.	78.00
Irvine, first operator.	85.00
Second operator.	85.00
Third operator.	85.00
Albertville, agent.	55.00
Colfax, agent and operator.	80.50
Second operator.	77.50
Third operator.	72.50
Boyceville, agent and operator.	77.00
Wheeler, agent and operator.	75.50
Downing, agent and operator.	76.00
Glenwood City, agent and operator.	78.50
Emerald, agent and operator.	81.00
Cylon, agent and operator.	79.00
Jewett, agent.	55.00
New Richmond, first operator.	81.00
Second operator.	81.00
Third operator.	81.00
Somerset, agent and operator.	75.00
North St. Paul, agent and operator.	88.00
Gloster, agent.	67.50
Unity, agent and operator.	74.00
Colby, agent and operator.	85.00
Abbotsford, agent.	84.00
First operator.	76.00
Second operator.	76.00
Third operator.	76.00
Athens, agent and operator.	87.50
Curtiss, agent and operator.	70.00
Dorchester, agent and operator.	75.00
Stetsonville, agent and operator.	76.00
Medford, first operator.	82.00
Second operator.	78.50
Third operator.	74.50
Chelsea, agent and operator.	84.50
Rib Lake, agent and operator.	79.50
Westboro, agent and operator.	83.00
Ogema, agent and operator.	79.00
Phillips, first operator.	82.50
Second operator.	77.50
Third operator.	75.50
Fifield, agent and operator.	76.00
Park Falls, first operator.	82.00
Second operator.	82.00
Third operator.	80.00
Butternut, agent and operator.	76.00
Glidden, agent and operator.	87.50
Second operator.	76.00
Third operator.	72.50
Mellen, first operator.	84.50
Second operator.	82.00
Third operator.	82.00
High Bridge, agent and operator.	75.00
Marengo, agent and operator.	77.00
**Ashland Ore Yards, first operator.	80.00
Second operator.	75.00
Third operator.	75.00
Ashland, first operator.	82.00
Second operator.	77.00
Upson, agent and operator.	75.00
Iron Belt, agent.	65.00
Hoyt, first operator.	75.00
Second operator.	75.00
Third operator.	75.00
Ironwood, first operator and cashier.	87.50
Second operator.	75.00
Third operator.	75.00
Bessemer, agent and operator.	94.50
Lublin, agent and operator.	79.00

**In season.

Station and Position.	Rate Per Month.
Gilman, agent and operator.	\$ 79.00
Sheldon, agent and operator.	79.00
Conrath, agent and operator.	79.00
Exeland, agent.	59.50
Stone Lake, agent and operator.	79.50
Gordon, agent and operator.	79.00

Southern District.

Chicago City Ticket, first operator.	\$ 95.00
Chicago Local Frt., first operator.	97.50
Second operator.	87.50
Forest Park, agent and operator.	92.50
Second operator.	77.50
Third operator.	75.00
Franklin Park, agent.	70.00
Kolze, first operator.	90.00
Second operator.	90.00
Third operator.	90.00
Orchard Place, agent.	62.00
Des Plaines, agent.	62.50
Wheeling, agent and operator.	80.00
Second operator.	77.00
Third operator.	77.00
Prairie View, agent and operator.	79.00
Area, agent and operator.	84.00
Grays Lake, agent and operator.	92.00
Second operator.	75.00
Third operator.	75.00
Lake Villa, agent and operator.	90.00
Second operator.	84.00
Third operator.	84.00
Antioch, agent and operator.	85.00
Trevor, agent and operator.	87.00
Second operator.	76.00
Silver Lake, agent and operator.	84.00
Second operator.	75.00
Burlington, first operator.	90.00
Second operator.	85.00
Third operator.	85.00
Honey Creek, agent and operator.	81.00
Lake Beulah, agent and operator.	78.00
Mukwonago, agent and operator.	81.00
Vernon, first operator.	80.00
Second operator.	79.00
Third operator.	79.00
Waukesha, first opr. and ticket clerk.	90.00
Second operator and ticket clerk.	86.00
Third operator and ticket clerk.	84.00
Templeton, agent and operator.	76.00
Colgate, agent and operator.	76.00
Second operator.	75.00
Rugby Junction, agent and operator.	93.00
Second operator.	88.00
Third operator.	88.00
Allenton, agent and operator.	84.00
Second operator.	75.00
Theresa, agent and operator.	82.00
Second operator.	77.00
Third operator.	77.00
Lomira, agent and operator.	85.00
Byron, agent and operator.	79.00
Second operator.	77.00
Third operator.	77.00
Hamilton, agent.	62.50
Fond du Lac, first opr. and ticket clerk.	95.00
Second operator and ticket clerk.	90.00
Third operator and ticket clerk.	87.50
Shops Yard, first operator.	90.00
Second operator.	90.00
Third operator.	90.00
North Fond du Lac, Dis. Office, D O	92.50
Day operator.	92.50
Night operator.	90.00

Station and Position.	Rate Per Month.	Where Rate per Month is	Pro rata Rate per Day is	Pro rata Rate per Hour is 8-hr. Men	Pro rata Rate per Hour is 9-hr. Men
North Fond du Lac, agent.....	\$ 65.00				
Van Dyne, agent and operator.....	76.00	\$72.50	\$2.79	\$0.35	\$0.31
South Oshkosh, first opr. and gateman	90.00	73.00	2.81	.35	.31
Second operator and gateman.....	87.50	74.00	2.85	.36	.32
Third operator and gateman.....	82.50	74.50	2.87	.36	.32
Oshkosh, day operator.....	82.50	75.00	2.88	.36	.32
State Hospital, agent and operator...	77.00	75.50	2.90	.36	.32
Neenah, first opr. and ticket clerk.	95.00	76.00	2.92	.37	.32
Second operator and ticket clerk.	90.00	76.50	2.94	.37	.33
Third operator and ticket clerk...	87.50	77.00	2.96	.37	.33
*Medina Junction, agent and operator	83.00	77.50	2.98	.37	.33
*Second operator.....	77.00	78.00	3.00	.38	.33
Third operator.....	75.00	78.50	3.02	.38	.34
Dale, agent.....	70.00	79.00	3.04	.38	.34
Fremont, agent and operator.....	80.00	79.50	3.06	.38	.34
Second operator.....	76.00	80.00	3.08	.38	.34
Third operator.....	76.00	80.50	3.10	.39	.34
Weyauwega, agent and operator.....	91.00	81.00	3.12	.39	.35
Waupaca, first operator and ticket clk.	88.00	81.50	3.13	.39	.35
Second operator and ticket clerk.	88.00	82.00	3.15	.39	.35
Third operator and ticket clerk...	84.00	82.50	3.17	.40	.35
Sheridan, agent and operator.....	77.00	83.00	3.19	.40	.35
Nelsons, first operator.....	79.00	83.50	3.21	.40	.36
Second operator.....	75.00	84.00	3.23	.40	.36
Third operator.....	75.00	84.50	3.25	.41	.36
Amherst, agent and operator.....	84.00	85.00	3.27	.41	.36
Amherst Junction, agent and operator	70.00	85.50	3.29	.41	.37
Custer, agent.....	57.50	86.00	3.31	.41	.37
Stockton, agent and operator.....	79.00	86.50	3.33	.42	.37
Second operator.....	76.00	87.00	3.35	.42	.37
Third operator.....	76.00	87.50	3.37	.42	.37
Milwaukee Local Ft., day operator....	90.00	88.00	3.38	.42	.38
Hilbert Jct., agt and opr. and leverm'n	78.00	88.50	3.40	.43	.38
Second operator and leverman....	76.00	89.00	3.42	.43	.38
Third operator and leverman.....	76.00	89.50	3.44	.43	.38
Potter, agent.....	62.00	90.00	3.46	.43	.38
Collins, agent.....	62.00	90.50	3.48	.44	.39
Valders, agent and operator.....	82.00	91.00	3.50	.44	.39
Manitowoc, first operator.....	80.00	91.50	3.52	.44	.39
Plover, agent.....	60.00	92.00	3.54	.44	.39
Bancroft, agent and operator.....	77.00	92.50	3.56	.44	.40
Plainfield, agent and operator.....	82.00	93.00	3.58	.45	.40
Hancock, agent and operator.....	75.00	93.50	3.60	.45	.40
Coloma, agent and operator.....	77.00	94.00	3.62	.45	.40
Westfield, agent and operator.....	79.00	94.50	3.63	.45	.40
Packwaukee, agent and operator.....	77.00	95.00	3.65	.46	.41
Montello, agent and operator.....	78.00	95.50	3.67	.46	.41
Endeavor, agent.....	60.00	96.00	3.69	.46	.41
Portage, agent and operator.....	90.00	96.50	3.71	.46	.41
		97.00	3.73	.47	.41
		97.50	3.75	.47	.42
		98.00	3.77	.47	.42
		98.50	3.79	.47	.42
		99.00	3.81	.48	.42
		99.50	3.83	.48	.43
		100.00	3.85	.48	.43
		102.00	3.92	.49	.44
		102.50	3.94	.49	.44
		103.00	3.96	.50	.44
		105.00	4.04	.50	.45
		107.00	4.12	.51	.46
		122.00	4.69	.59	.52

*Joint.

ARTICLE XXI.

Pro Rata Rates Per Day and Hour.

Where Rate per Month is	Pro rata Rate per Day is	Pro rata Rate per Hour is 8-hr. Men	Pro rata Rate per Hour is 9-hr. Men
\$55.00	\$2.12	\$0.26	\$0.24
57.50	2.21	.28	.25
59.50	2.29	.29	.25
60.00	2.31	.29	.26
62.00	2.38	.30	.26
62.50	2.40	.30	.27
65.00	2.50	.31	.28
67.50	2.60	.32	.29
70.00	2.69	.34	.30

G. R. HUNTINGTON,
General Manager.G. W. LEWIS,
Chairman, Tel. Com.

Missouri & North Arkansas Railway

FESTUS J. WADE, Receiver

(EFFECTIVE NOVEMBER 19, 1917.)

ARTICLE I.

All employes performing the duties of a telegrapher, except train dispatchers, whether termed operator, agent and operator, or otherwise, also such other employes as are specified in this schedule, will be considered telegraphers within the meaning of these articles.

ARTICLE II.

When a new position requiring a telegrapher is created, these rules and regulations will apply and in fixing the compensation, similar positions, responsibility and wages will be considered.

When commissions accruing to any position are materially reduced or entirely removed, prompt adjustment will be made.

ARTICLE III.

Telegraphers will be regarded as in line for promotion and advancement, depending on faithful, intelligent and courteous discharge of duty and capacity for greater responsibility. Where these are sufficient, seniority will govern.

ARTICLE IV.

In case of reduction in force, the youngest assigned telegrapher shall be reduced first. When re-employing such men, seniority shall govern, subject to the provision of Article III.

ARTICLE V.

Vacancies will be bulletined within five days to employes and no position filled permanently within ten days after the issuance of bulletin, but shall be filled within thirty days. These bulletins are to show salary, average express and Western Union commission. (Note.—Local chairman of telegraphers to be notified of all applicants and the assignment.)

When transferred and after a fair trial telegraphers are found to be incapable, they shall be assigned to the extra list, retaining their seniority.

ARTICLE VI.

Seniority will be effective only when vacancies occur or new positions are created, and shall be effective from the date when employe last entered the service.

A telegrapher shall not be eligible to return to a position vacated by him until same shall have been advertised a second time, unless there are no other applicants.

Telegraphers declining promotion do not forfeit seniority rights to this or any other position when a vacancy occurs.

Telegraphers leaving the service forfeit all seniority rights and shall be re-employed only as new men. Trading positions shall not be permitted.

ARTICLE VII.

Seniority lists shall be prepared and furnished to all employes by the superintendent of transportation semi-annually.

ARTICLE VIII.

Telegraphers shall not be disciplined or discharged, except for a just cause, and shall be given a fair and impartial hearing as soon as practical, if requested. They shall be entitled to have present a representative in the employ of the company and shall be notified of results of the investigation promptly.

When a telegrapher has been disciplined or discharged and upon investigation it is found that he was not at fault, he shall receive full pay for the time lost on said account, and be reinstated with all seniority rights. In the event a grievance cannot be satisfactorily adjusted with the superintendent of transportation, the telegrapher shall have the right to appeal to higher officers in their regular order.

ARTICLE IX.

At offices where but one telegrapher is employed, ten consecutive hours with one hour off for meal shall constitute a day's work. Telegraphers whose hours are more than nine hours shall be allowed sixty consecutive minutes between 11:00 and 2:00 o'clock, day and night, for meals. When necessary to curtail this time to less than sixty minutes, one hour overtime will be allowed. At offices where two or more telegraphers are employed, nine consecutive hours, including the meal hour, shall constitute a day's work.

ARTICLE X.

Telegraphers required to perform service outside of their regular assigned hours, shall receive overtime at the rate of 35 cents per hour; thirty minutes or less shall not be counted; more than thirty minutes shall be counted one hour.

Telegraphers called or instructed to come on duty before or after their regular assigned hours shall be allowed fifty (50) cents for the first hour or any part thereof and overtime thereafter. Telegraphers shall respond promptly to all calls. Overtime must be reported to the superintendent of transportation within forty-eight (48) hours after the service has been performed.

ARTICLE XI.

Telegraphers shall be relieved on Sundays and holidays, as far as practicable, without reduction in pay. This article is to be liberally construed by both parties.

ARTICLE XII.

Telegraphers required to attend court or coroner's inquest by the company, away from their place of residence, shall be paid their regular wages and furnished transportation to and from their place of residence, and shall be allowed actual expenses, not exceeding \$3.00 per day, the company being entitled to their mileage and witness fees.

ARTICLE XIII.

Telegraphers performing duty at wrecks, washouts or other emergency offices shall be paid regular salaries and actual expenses, not exceeding \$3.00 per day, while away from home.

ARTICLE XIV.

When telegraphers are transferred they shall be given transportation for themselves, families and household goods, and suffer no loss of pay. Extra men shall receive thirty-five (35c) cents per hour while deadheading on company business.

ARTICLE XV.

Telegraphers who have been in the service sixty days, or more, shall, in leaving the service, be given, upon request, a letter from the proper official stating time of service, capacity in which employed and whether leaving the service of their own accord or discharged. If discharged, the specific cause shall be stated.

Telegraphers, upon application, shall have returned to them all service cards and letters of recommendation which may have been taken up for inspection.

ARTICLE XVI.

Where bonds are required of the telegraphers, the company shall pay the premium thereon.

ARTICLE XVII.

Telegraphers desiring to be checked in after expiration of leave of absence shall give the superintendent of transportation at least five days' notice, and if not then checked in and delayed thereafter, shall receive pay for such additional time as they are held out of service, and shall be considered out of service in case they do not give five days' notice prior to the expiration of leave of absence of date they shall report for duty. Leave of absence shall not be granted for any period exceeding ninety days, except in cases of sickness or accident to employees or their families.

ARTICLE XVIII.

A regularly assigned telegrapher who is required to do extra work at office where the salary is the same, or less than his regular assignment, he will be allowed this regular salary and, in addition, one dollar per day for expenses, when away from home station.

ARTICLE XIX.

Telegraphers will be allowed Western Union commission.

ARTICLE XX.

Any employee in the service continuously for a period of five (5) years, with a clear record, will be given an annual system pass for himself, for a period of ten (10) years' continuous satisfactory service, he will be given an annual system pass for himself and wife, and for a period of fifteen (15) years' continuous satisfactory service, he will be given an annual system pass for himself, wife and dependent members of his family.

ARTICLE XXI.

Telegraphers required to attend switch lights shall receive four (\$4.00) dollars per month for not to exceed four (4) switch

lights and for each additional light fifty (50c) cents per month.

ARTICLE XXII.

Where telegraphers are required to operate pumps, the following extra compensation per month will be allowed.

Steam	\$15.00
Gasoline	10.00
Electric	7.50

Station and Position.	Rate per Month.
Stark City	\$ 62.50
Fairview	62.50
Wheaton	67.50
Eureka Springs, ticket	82.50
Grandview	60.00
Berryville, cashier and operator	77.50
Agent	67.50
Urbanette	60.00
Green Forest, agent and operator	62.50
Alpena	60.00
Batavia	60.00
Harrison (GO)	100.00
*Harrison (GM)	90.00
Bellefonte	60.00
Olvey	60.00
Everton	67.50
Pindall	67.50
St. Joe	67.50
Gilbert	62.50
Marshall	62.50
Leslie, clerk and operator	70.00
Agent	72.50
Arlberg	60.00
Shirley	62.50
Edgemont	62.50
Higden	65.00
Miller	60.00
Heber, first trick operator	67.50
Second trick operator	67.50
Third trick operator	70.00
Pangburn	65.00
Searcy, operator and clerk	67.50
Cashier	80.00
West Point	60.00
Georgetown	80.00
Cotton Plant, operator	67.50
Moro	70.00
Aubrey	70.00
Rondo	70.00
West Helena	90.00
Outer Yard, operator	77.50

*Note—While (GM) office is included in this schedule, it is understood that the man filling this position is a member of the dispatching force, and no assignments will be made to this office until a satisfactory examination for dispatcher is passed.

The foregoing rules and rates of pay become effective November 19, 1917, and will continue in effect until changed by mutual agreement, thirty (30) days' notice in writing of desire of change to be given.

MISSOURI & NORTH ARKANSAS RAILROAD.

Festus J. Wade, Receiver.

By C. A. PHELAN,

Gen. Mgr. for Recr.

For the Telegraphers:

JAS. ROY, JR., Chairman.

S. E. BRASFIELD,

Secy. and Treas.

M G. BEATY,

Committee.

Missouri, Oklahoma & Gulf Railway and Missouri, Oklahoma & Gulf Railway of Texas

(EFFECTIVE DECEMBER 1, 1916.)

ARTICLE I.

All employes performing the duties of a telegrapher, including agent telegraphers, performing combined duties, and telephone operators handling train orders, also such other employes as are specified in the wage scale, shall be considered telegraphers within the meaning of this agreement.

ARTICLE II.

When new positions are created these rules and regulations shall apply to them and in fixing compensation similar positions, responsibilities and salaries shall be considered.

ARTICLE III.

The rights of promotion for telegraphers shall extend over the line as a unit. To obtain promotion, faithful, intelligent and courteous discharge of duty and capacity for greater responsibility shall govern. Ability being sufficient, men longest in continuous service shall have preference. In event the oldest-employee is not assigned he shall have the right to appeal.

ARTICLE IV.

In case of reduction of force the youngest assigned telegrapher shall be reduced first. In re-employing such men seniority shall govern, subject to the provisions of Article III.

ARTICLE V.

All vacancies shall be bulletined within five days to all employes and no positions filled permanently within less than ten days after issuance of bulletin but shall be filled within thirty days. When transferred and after a fair trial telegraphers are found incapable, they shall be assigned to the extra list, retaining their seniority.

ARTICLE VI.

Seniority will be effective only when vacancies occur or new positions are created and shall be effective from the date last entering the service.

A telegrapher shall not be eligible to return to a position vacated by him until same shall have been advertised a second time unless there are no other applicants.

Telegraphers declining promotion do not forfeit seniority rights to this or any other position when a vacancy occurs.

Telegraphers leaving the service forfeit all seniority rights and shall be re-employed only as new men. Trading positions shall not be permitted.

ARTICLE VII.

Seniority lists shall be prepared and furnished to all employes by the superintendent semi-annually.

ARTICLE VIII.

Telegraphers shall not be disciplined or discharged except for a just cause, and shall be given a fair and impartial hearing as soon as practicable, if requested. They shall be entitled to have present a representative in the employ of the company and shall be notified of result of investigation promptly.

When a telegrapher has been disciplined or discharged and upon investigation it has been found that he was not at fault, he shall receive full pay for time lost on said account and be reinstated with all seniority rights. In the event a grievance cannot be satisfactorily adjusted with the superintendent, the telegrapher shall have the right of appeal to higher officers in their regular order.

ARTICLE IX.

At offices where but one telegrapher is employed twelve (12) consecutive hours, with one hour off for meal, shall constitute a day's work. Telegraphers whose regular hours are more than nine (9); shall be allowed sixty (60) consecutive minutes between eleven and two (11:00 and 2:00) day or night for meal.

At offices where two or more telegraphers are employed, nine (9) consecutive hours shall constitute a day's work.

ARTICLE X.

Telegraphers required to perform service outside of their regular assigned hours shall receive overtime at the rate of thirty-five cents per hour; thirty minutes or less shall not be counted; more than thirty minutes shall be counted one hour.

Telegraphers called or instructed to come on duty before or after their regular assigned hours shall be allowed fifty (50) cents for first hour or any part thereof and overtime thereafter. Telegraphers shall respond promptly to all calls. Overtime must be reported to the superintendent within forty-eight (48) hours after service has been performed.

ARTICLE XI.

Telegraphers shall be relieved on Sundays and holidays, as far as practicable, without reduction in pay. This article is to be liberally construed by both parties.

ARTICLE XII.

Telegraphers required to attend court or coroners' inquests by the company, away from their place of residence, shall be paid their regular wages and furnished transportation to and from their place of residence, and shall be allowed actual expenses, not exceeding \$3.00 per day, the company being entitled to their mileage and witness fees.

ARTICLE XIII.

Telegraphers performing duty at wrecks, washouts, or other emergency offices shall be paid regular salaries and actual expenses,

not exceeding \$3.00 per day, while away from home.

ARTICLE XIV.

When telegraphers are transferred they shall be given transportation for themselves, families and household goods and suffer no loss of pay.

ARTICLE XV.

Telegraphers who have been in the service sixty days, or more, shall, in leaving the service, be given, upon request, a letter from the proper official stating time of service, capacity in which employed and whether leaving the service of their own accord or discharged. If discharged, the specific cause shall be stated.

Telegraphers, upon application, shall have returned to them all service cards and letters of recommendation which may have been taken up for inspection.

ARTICLE XVI.

Where bonds are required of telegraphers the company shall pay the premium thereon.

ARTICLE XVII.

Telegraphers desiring to be checked in after expiration of leave of absence shall give the superintendent at least five days' notice, and if not then checked in, and delayed thereafter, shall receive pay for such additional time as they are held out of service, and shall be considered out of service in case they do not give five days' notice prior to expiration of leave of absence of date they shall report for duty. Leave of absence shall not be granted for any period exceeding ninety days except in cases of sickness or accident to employees or their families.

ARTICLE XVIII.

When telegraphers covered by this agreement are temporarily transferred from their assigned positions to a position paying a lower rate than the regular assignment, or when temporarily transferred to a position paying a higher rate, they shall be paid the regular salary plus actual additional expense incurred by transfer, not exceeding \$1.00 per day. A temporary transfer in above case is understood not to exceed twenty days. If transferred from regular positions and held for a period exceeding twenty days for the convenience of the company, the higher pay for the position shall govern plus actual additional expenses not exceeding \$1.00 per day.

ARTICLE XIX.

The company shall furnish each telegrapher in the service with a copy of this agreement, and all amendments, rulings and supplements thereto.

WAGE SCALE.

Station and Position.	Rate per Month
Baxter, agent telegrapher.....	\$ 85.00
Lincolnton, agent telegrapher.....	70.00
Miami, agent telegrapher.....	110.00
Telegrapher	75.00
Telegrapher	65.00
Fairland, agent telegrapher.....	80.00
Bernice, agent telegrapher.....	70.00
Cleora, agent telegrapher.....	65.00
Ketchum, agent telegrapher.....	65.00
Pensacola, agent telegrapher.....	65.00
Strang, agent telegrapher.....	70.00
Salina, agent telegrapher.....	70.00
Locust Grove, agent telegrapher.....	75.00
Telegrapher	65.00
Yonkers, agent telegrapher.....	65.00
Wagoner, agent telegrapher.....	90.00
Telegrapher	65.00
Muskogee (GO), telegrapher.....	85.00
Muskogee Yard, first trick telegrapher	75.00
Second trick telegrapher.....	70.00
Third trick telegrapher.....	67.50
Wainwright, agent telegrapher.....	65.00
Council Hill, agent telegrapher.....	65.00
Hitchita, agent telegrapher.....	65.00
Hoffman, agent telegrapher.....	70.00
Dewar, first trick telegrapher.....	75.00
Second trick telegrapher.....	70.00
Third trick telegrapher.....	67.50
Coalton, agent telegrapher.....	60.00
Henryetta, telegrapher.....	75.00
Dustin, agent telegrapher.....	70.00
Lamar, agent telegrapher.....	65.00
Calvin, telegrapher.....	65.00
Atwood, agent telegrapher.....	65.00
Allen, first trick telegrapher.....	75.00
Second trick telegrapher.....	70.00
Third trick telegrapher.....	67.50
Steedman, agent telegrapher.....	65.00
Lula, agent telegrapher.....	65.00
Clarita, agent telegrapher.....	65.00
Bromide, agent telegrapher.....	75.00
Telegrapher	65.00
Wapanucka, agent telegrapher.....	75.00
Coleman, agent telegrapher.....	65.00
Kenefick, agent telegrapher.....	65.00
Durant, telegrapher.....	70.00
Achille, agent telegrapher.....	65.00
Kemp City, agent telegrapher.....	65.00
Carpenters Bluff, agent telegrapher...	50.00
Denison, first trick telegrapher.....	75.00
Second trick telegrapher.....	70.00
Third trick telegrapher.....	67.50

HENRY C. FERRIS, Receiver
Missouri, Oklahoma & Gulf
Railway Company.

O. G. PARSLEY, Vice-President
Missouri, Oklahoma & Gulf
Railway Company of Texas.

Missouri Pacific Railroad Company

ARTICLE I.

Telegrapher Defined.

(a) Employees other than train dispatchers and manager of (GM) St. Louis, who are required by direction of proper officer to

perform telegraph service, or handle train orders by telegraph or telephone, shall be considered telegraphers within the meaning of this schedule.

(b) No other employee except train dispatcher, and those covered by this schedule

will be permitted to handle train orders at places where a telegrapher is located except that in an emergency the conductor may call the dispatcher and the telegrapher be paid for the call.

(c) Agents enumerated in Article XXI shall be considered telegraphers for the purpose of committee representation only and are not subject to nor affected by the provisions of Articles II, III, IV, V, VIII and IX of this agreement.

ARTICLE II.

Minimum Salary.

(a) Where a position that has been closed is reopened the salary will be the same as shown in the existing schedule.

(b) When additional positions are created, compensation will be fixed in conformity with positions of the same class as shown in wage scale on that division; except that positions shown in current or next preceding schedule will not be reopened at a lower rate.

ARTICLE III.

Meeting Trains.

Telegraphers required to return to office outside of regular hours to meet trains, receive stock for shipment or to perform urgent duties other than ordinary station work, shall receive fifty cents for the first hour or fraction thereof, and overtime thereafter as per Article IX, except that telegraphers may be required to meet trains scheduled to arrive at their stations within one hour either before or after bulletined hours at overtime rates, provided such trains are designated on posted notice.

ARTICLE IV.

Meal Hour.

(a) Telegraphers (except those whose hours of service are nine or less consecutive hours) will be allowed one hour for meals between 11:00 a. m. and 1:00 p. m.

(b) When required to remain on duty during the meal hour they shall receive one hour overtime therefor, and will be allowed thirty minutes for lunch as soon thereafter as conditions will warrant.

ARTICLE V.

Emergency or Relief Service.

Telegraphers holding regular positions who are required to perform emergency or relief telegraph service shall receive same compensation as if on regular duty, subject to a minimum rate of thirty-five cents per hour, and when away from home, shall be allowed necessary expenses not exceeding two dollars per day.

ARTICLE VI.

Attending Court.

Telegraphers attending court or investigations by request of proper officials of the company shall receive same compensation as if on regular duty, and if away from home, shall be allowed necessary expenses not exceeding two dollars per day.

ARTICLE VII.

Switch Lamps, Batteries and Pumps.

(a) Telegraphers required to attend switch lamps shall receive five dollars per month extra compensation for same.

(b) Telegraphers at relay and division offices will not be required to take care of local or main line batteries where more than ten cells are used.

(c) Telegraphers required to run steam or gasoline pumps will be paid a minimum of ten dollars per month for such service.

(d) Telegraphers will not be required to scrub offices, waiting rooms or outbuildings, but will see that they are kept clean.

(e) Telegraphers required to act as fuel foremen (except where train crews coal their engines by shoveling), will be paid a minimum of five dollars per month for such service. This shall not have the effect of reducing any present rate.

ARTICLE VIII.

Hours of Service.

(a) The regular hours of service for each telegrapher will be specified and posted in each office.

(b) In train order offices (not including designated relay offices) the hours of service will be:

- 8 consecutive, where three or more straight telegraphers are employed;
- 8½ consecutive, where agent telegrapher and two telegraphers are employed;
- 9 consecutive where agent telegrapher and one telegrapher, or two straight telegraphers are employed; also in division offices shown in Article XXI;
- 10 consecutive, without allowance for lunch, commencing between 6:00 and 8:00 p. m., where night telegrapher only is employed;
- 11 consecutive, including meal hour, commencing between 6:00 and 8:00 a. m., where agent telegrapher or day telegrapher only is employed.

(c) In "GM" St. Louis, "CY" Kansas City and "CF" Little Rock, nine consecutive hours, including meal hour, will constitute a day's work.

In other relay offices under the jurisdiction of the superintendent of telegraph, eight and one-half consecutive hours will constitute a day's work.

(d) In other offices where train orders are not handled, ten consecutive hours, including meal hour, will constitute a day's work.

(e) When telegraphers are required to remain on duty to exceed their regular hours, they will be paid overtime in accordance with Article IX.

(f) Telegraphers in "GM" St. Louis, "CY" Kansas City, and "CF" Little Rock, will be excused from duty each alternate Sunday. In other relay and division offices where four or more telegraphers are employed, telegraphers will be excused from duty every third Sunday. Other telegraphers will be excused from Sunday work as much as conditions of business will permit; it being the intention to give telegraphers the benefit of all time

in which their services can be dispensed with on Sundays.

(g) Telegraphers working ten hours or more per day, whose bulletined hours include Sunday work, and who have been two years continuously in the employ of the company in the telegraph service, will be given fifteen days' vacation annually with pay, or in lieu thereof, additional compensation for fifteen days at their regular rates of pay.

Note.—It is mutually agreed and understood between the company and the committee representing the telegraphers, that the application of paragraph (g) of Article VIII will be as follows:

Any telegrapher who has been continuously in the telegraph service for two years, and for the last six months at a station where the hours of service are ten or more daily, and whose bulletined hours include Sunday work, shall be entitled to fifteen days' vacation.

(h) Telegraphers in relay offices who have been two years continuously in the employ of the company in relay service, will be given fifteen days' vacation annually with pay, or in lieu thereof, additional compensation for fifteen days at their regular rates of pay.

ARTICLE IX.

Overtime.

(a) Overtime shall be computed pro rata on stated salary with minimum rate of thirty-five cents per hour; except at "GM" St. Louis, "CF" Little Rock and "CY" Kansas City, where the rate shall be fifty cents per hour.

(b) In computing overtime, thirty minutes or less not to be counted; over thirty minutes to be counted one hour.

(c) Overtime will not be allowed unless overtime tickets are mailed to proper official within twenty-four hours from time service is performed. If overtime is not allowed, telegraphers will be notified within ten days from time such service is performed.

ARTICLE X.

Seniority and Promotion.

(a) Telegraphers will be regarded in line of promotion, advancement depending upon faithful discharge of duty and capacity for increased responsibility. Where these are sufficient in the judgment of the management, seniority will have the preference. Telegraphers making application for a vacancy or a newly created position to which their seniority entitles them, will, if not assigned to such position, be given the reason in writing if requested.

(b) On divisions where telegraphers are not used in dispatchers' offices, the senior telegrapher must, if he desires promotion to position of dispatcher, put in enough time in dispatcher's office at his own expense to thoroughly familiarize himself with the duties of a dispatcher other than those of moving trains.

(c) When a telegrapher is transferred, or promoted, and, after a fair trial, is found incapable, he will take his place on the extra list until there is a vacancy to which he may be appointed, and will then resume his seniority rights.

(d) Telegraphers declining promotion to any position do not forfeit their seniority rights.

(e) Seniority will date from time of last entering the service in a position covered by Article I, and will extend over each superintendent's road division. On terminals, division seniority will follow the jurisdiction of division operators.

(f) Telegraphers desiring position in relay offices will file application for same with the superintendent of telegraph and these applications will be considered as vacancies occur or additions are made to the force. Telegraphers accepting position in any relay office will retain seniority on the division from which promoted until thirty days after being assigned to a regular position and will then be subject to the provisions of paragraph (j) of this article.

Office seniority in the relay offices will govern in filling vacancies, subject to paragraph (a) of this article, the lowest salaried position being bulletined and filled as per Article XI, paragraph (a). Rights will extend to all relay offices shown as such in wage scale. In reducing the force at any such office, the lowest salaried position at that office will be abolished and the youngest telegrapher relieved, who in turn may relieve the youngest regularly assigned telegrapher in the relay service.

(g) An agent at a regular telegraph station to whom the duties of a telegrapher are assigned, will not be disturbed in his position by reason of such added duties.

(h) In the event of a reduction of force, the last man to enter the service will be the first laid off, and in the event of re-employment, the oldest man laid off will be given work first, subject to the provisions of the first paragraph of this article.

In reducing force at any office, the youngest man in service (division seniority), at the office will be displaced and the lowest rate abolished. In increasing the force at any office, the last trick will be considered the new position and will be filled in accordance with Article XI, the telegraphers moving up on tricks.

A telegrapher suspended from the service under this rule may displace the youngest regularly assigned telegrapher on the division.

This will also apply to telegraphers at stations that have been closed.

(i) A telegrapher assigned to service as an agent, agent's chief clerk, cashier, ticket clerk or chief dispatcher's clerk, will retain his seniority so long as he remains in continuous service on the same division.

(j) A telegrapher who has been four years continuously in the service may transfer from one superintendent's division to another, retaining one-half of his seniority, in even number of years, with rights only to apply for positions as vacancies occur; and will be furnished a letter showing seniority held prior to transfer. In computing seniority for transfer, six months or less not to be counted; over six months to be counted one year.

(k) When a temporary vacancy of ten days or more occurs in any office, telegraphers in such office may, if they so desire and are considered competent, move up on

the positions vacated, in accordance with office seniority in relay offices and division seniority in other offices. The telegrapher entering the office for the extra work will be placed on the last position temporarily vacated. Time lost in making such moves will be borne by the telegraphers affected. Senior extra telegraphers, when available and competent, will be used in preference to junior telegraphers and may displace junior men, provided such temporary positions continue for ten days or more.

ARTICLE XI.

Vacancies.

(a) When a vacancy occurs or a new position is created one telegrapher on each district to be designated by the telegraphers shall be notified within ten days, who will, in turn, within ten days of its receipt, advise the official from whom such notice was received of all applications for the vacancy, and the position will be permanently filled in accordance with Article X within twenty days, and the designated telegrapher furnished a copy of the appointment, after which time seniority claims will not be recognized.

(b) Seniority list of telegraphers by divisions will be furnished annually by the superintendent of telegraph as of January 1st, and corrections and additions on July 1st, each year.

(c) The provisions of this article will apply to positions as agents at stations where the salary does not exceed \$115.00 per month.

ARTICLE XII.

Discipline.

(a) When a telegrapher is discharged or suspended for an alleged fault, he shall have a fair and impartial trial within five days after filing his request therefor with the proper official, and if suspended for investigation, such investigation shall be held within five days without such request. If found innocent, he shall be paid at regular rates for time lost, and reinstated. If detained more than five days awaiting investigation at company's instance, he shall be paid for extra time in excess of five days, whether found guilty or not.

(b) If decision rendered by proper local official is believed to be unjust, an appeal may be made within fifteen days to the general superintendent, or superintendent of telegraph, whose decision will be reviewed by the general manager on written request of the employee, filed within a reasonable time thereafter.

ARTICLE XIII.

Charges to Be In Writing.

Charges made by any employee against a telegrapher, or by a telegrapher against other employee, must be in writing. Verbal complaints will not be considered.

ARTICLE XIV.

Manager.

The agent telegrapher or first trick telegrapher will be considered manager of the telegraph office.

ARTICLE XV.

Students.

No telegrapher will be compelled to receive any person or persons in his office for the purpose of learning telegraphy or station duties, so long as arrangements can be made with individual telegraphers by the superintendent of telegraph for the reception of such students as he may deem necessary for the good of the service.

ARTICLE XVI.

Transfers.

(a) When a telegrapher is transferred by order of the proper official, or to accept bulletined position, he shall receive free transportation for himself, family and household goods, and will be allowed full time while in transit and in making such transfer, rate of pay to be based on position left.

(b) Telegraphers desiring to be checked in after leave of absence, will give superintendent at least five days' advance notice, and if check is delayed thereafter, will receive pay for such additional time as held out of service.

ARTICLE XVII.

Service Letters.

(a) A telegrapher securing employment with this company shall, within thirty days from date of employment, have returned to him all service cards and letters of recommendation, which have been taken up for investigation of character.

(b) A telegrapher leaving the employ of the company will, at his request, be given a letter by the superintendent of telegraph, stating his term of service, capacity in which employed, and whether he has been discharged or left the service of his own accord. If discharged, such letter shall state the reason.

ARTICLE XVIII.

Accepting Official Positions.

An employee of the railroad company, covered by this agreement, entering the service of the Missouri Pacific Railroad Company or the Order of Railroad Telegraphers in an official capacity and assigned to service connected with the Missouri Pacific Railroad Company, will retain rights on his division and, for six months, to the position which he vacates.

ARTICLE XIX.

Rulings.

Whenever a ruling is made by an officer of the company having jurisdiction over the system, affecting the interpretation of any of the articles in this agreement, the general chairman of telegraphers will be furnished a copy of such ruling.

ARTICLE XX.

Premium on Bonds.

The company will pay premium on bonds required of telegraphers in the handling of railway business.

ARTICLE XXI.

WAGE SCALE.

RELAY OFFICES UNDER JURISDICTION
SUPERINTENDENT TELEGRAPH.

Station and Position.	Rate per Month.
St. Louis, night chief.....	\$117.50
Day chief.....	110.00
Late night chief.....	110.00
Five telegraphers.....	102.00
Six telegraphers.....	99.50
Seven telegraphers.....	97.00
Jefferson City, manager and wire chief	122.00
Night chief.....	99.50
Late night chief.....	97.00
Telegrapher	94.50
Kansas City, manager and wire chief	132.50
Night chief.....	117.50
Late night chief.....	110.00
Two telegraphers.....	102.00
Two telegraphers.....	99.50
One telegrapher.....	97.00
Osawatomie, manager and wire chief.	102.50
Night chief.....	95.00
Late night chief.....	90.00
Telegrapher	90.00
Holsington, manager and wire chief..	115.00
Night chief.....	99.50
Late night chief.....	97.00
Telegrapher	90.00
Falls City, manager and wire chief...	115.00
Night chief.....	99.50
Late night chief.....	97.00
Telegrapher	89.50
Nevada, manager and wire chief.....	115.00
Night chief.....	99.50
Late night chief.....	97.00
Telegrapher	89.50
Wichita, manager and wire chief.....	115.00
Night chief.....	99.50
Late night chief.....	97.00
Coffeyville, manager and wire chief..	115.00
Night chief.....	99.50
Late night chief.....	97.00
Two telegraphers.....	94.50
Poplar Bluff, manager and wire chief.	122.00
Night chief.....	99.50
Late night chief.....	97.00
Telegrapher	89.50
Little Rock, manager and wire chief.	132.50
Night chief.....	117.50
Late night chief.....	110.00
Four telegraphers.....	102.00
Two telegraphers.....	99.50
Wynne, manager and wire chief.....	110.00
Night chief.....	97.50
Late night chief.....	92.50
Telegrapher	89.50
McGehee, manager and wire chief.....	115.00
Night chief.....	99.50
Late night chief.....	95.00
Two telegraphers.....	89.50
Monroe, manager and wire chief.....	95.00
Night chief.....	90.00
Late night chief.....	90.00

ST. LOUIS TERMINALS.

Station and Position.	Rate per Month.
St. Louis, 7th St., telegrapher.....	\$ 79.00
23d St., manager.....	100.00
Telegrapher	92.00
Telegrapher	87.00

Station and Position.	Rate per Month.
Tower Grove, agent telegrapher.....	\$ 99.00
Telegrapher.....	76.00
Howards, agent.....	117.50
Lake Junction, agent telegrapher.....	72.50
Webster Groves, agent telegrapher...	97.00
Kirkwood, agent.....	90.00
Telegrapher	77.00
Telegrapher	75.00
Telegrapher	75.00
Colman, agent telegrapher.....	70.00
St. Louis, Lesperence St., telegrapher	94.00
Telegrapher	89.00
Telegrapher	76.00
Jefferson Barracks, agent telegrapher	105.00
East St. Louis, telegrapher.....	80.00
Dupo, telegrapher.....	85.00
Telegrapher	85.00
South Dupo, telegrapher.....	80.00
Telegrapher	76.00
Telegrapher	76.00

KANSAS CITY TERMINALS.

Station and Position.	Rate per Month.
East Bottoms, telegrapher.....	\$ 85.00
Telegrapher	82.00
Telegrapher	80.00
Leeds, agent telegrapher.....	80.00
Telegrapher	77.00
Telegrapher	77.00
Stock Yards, telegrapher.....	74.00
Kansas City, Kan., agent.....	115.00
Edgewater Junction, telegrapher.....	77.00
Telegrapher	77.00
Telegrapher	77.00

EASTERN DIVISION.

Station and Position.	Rate per Month.
St. Louis District.	
Valley Park, agent.....	\$ 85.00
Telegrapher	73.00
Telegrapher	73.00
Telegrapher	71.00
Jedburg, agent telegrapher.....	73.00
Glencoe, agent telegrapher.....	73.00
Eureka, agent telegrapher.....	75.00
Telegrapher	67.50
Telegrapher	67.50
Allenton, agent telegrapher.....	73.00
Pacific, agent telegrapher.....	100.00
Telegrapher	72.00
Telegrapher	72.00
Gray's Summit, agent telegrapher...	73.00
Labadie, agent telegrapher.....	73.00
Telegrapher	72.00
Telegrapher	69.50
Washington, agent.....	107.50
Telegrapher	75.00
Telegrapher	73.00
Telegrapher	73.00
New Haven, agent.....	85.00
Telegrapher	75.00
Telegrapher	73.00
Telegrapher	73.00
Etlah, agent telegrapher.....	72.00
Pumper	10.00
Berger, agent telegrapher.....	73.00
Telegrapher	72.00
Herman, agent telegrapher.....	92.00
Telegrapher	72.00
Gasconade, agent telegrapher.....	77.00
Telegrapher	72.00
Telegrapher	72.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Morrison, agent telegrapher.....	\$ 77.00	Boonville, telegrapher.....	\$ 76.00
Chamolis, agent telegrapher.....	95.00	Blackwater, agent telegrapher.....	80.00
Telegrapher.....	72.00	Telegrapher.....	72.00
Telegrapher.....	72.00	Telegrapher.....	72.00
Isbell, telegrapher.....	72.00	Nelson, agent telegrapher.....	75.00
St. Auberts, agent telegrapher.....	73.00	Naptonville, agent telegrapher.....	73.00
Bonnots Mill, agent telegrapher.....	73.00	Marshall, agent telegrapher.....	110.00
Osage, agent telegrapher.....	75.00	Malta Bend, agent telegrapher.....	73.00
Algoa, telegrapher.....	70.00	Grand Pass, agent telegrapher.....	73.00
Sedalia District.		Telegrapher.....	72.00
Cole Junction, telegrapher.....	\$ 73.00	Telegrapher.....	70.00
Telegrapher.....	73.00	Waverly, agent telegrapher.....	82.00
Telegrapher.....	73.00	Dover, agent telegrapher.....	73.00
Elston, agent telegrapher.....	71.00	Myrick, agent.....	120.00
Centertown, agent telegrapher.....	75.00	Telegrapher.....	76.00
Telegrapher.....	73.00	Telegrapher.....	74.00
California, agent.....	80.00	Telegrapher.....	74.00
Telegrapher.....	75.00	Wellington, agent telegrapher.....	73.00
Telegrapher.....	73.00	Napoleon, agent telegrapher.....	73.00
Clarksburg, agent telegrapher.....	73.00	Levasy, telegrapher.....	67.50
Tipton, agent.....	85.00	Buckner, agent telegrapher.....	75.00
Telegrapher.....	80.00	Lake City, agent telegrapher.....	72.00
Telegrapher.....	73.00	Bagnell Branch.	
Telegrapher.....	73.00	Russellville, agent telegrapher.....	\$ 70.00
Syracuse, agent telegrapher.....	73.00	Olean, agent telegrapher.....	70.00
Otterville, agent telegrapher.....	73.00	Eldon, agent telegrapher.....	77.00
Smithton, agent telegrapher.....	73.00	Bagnell, agent telegrapher.....	77.00
Telegrapher.....	72.00	Versailles Branch.	
Sedalia, telegrapher.....	96.00	Bunceton, agent telegrapher.....	\$ 71.00
Telegrapher.....	91.00	Fortuna, agent telegrapher.....	70.00
Telegrapher.....	86.00	Versailles, agent telegrapher.....	82.00
Sedalia Yards, telegrapher.....	80.00	Lexington Branch.	
Caboose supply man.....	5.00	Hughesville, agent telegrapher.....	\$ 70.00
Dresden, agent telegrapher.....	73.00	Houstonia, agent telegrapher.....	70.00
Lamonte, agent telegrapher.....	75.00	Sweet Springs, agent.....	75.00
Telegrapher.....	70.00	Telegrapher.....	73.00
Telegrapher.....	70.00	Concorlia, agent telegrapher.....	72.00
Knobnoster, agent telegrapher.....	83.00	Aullville, agent telegrapher.....	70.00
Montserrat, agent telegrapher.....	73.00	Higginsville, agent telegrapher.....	82.00
Warrensburg, agent.....	113.00	Warsaw Branch.	
Telegrapher.....	80.00	Cole Camp, agent telegrapher.....	\$ 74.00
Telegrapher.....	73.00	Lincoln, agent telegrapher.....	71.00
Telegrapher.....	70.00	Warsaw, agent telegrapher.....	98.00
Telegrapher.....	71.00	CENTRAL KANSAS DIVISION.	
Kingsville, agent telegrapher.....	73.00	Kansas City District.	
Strasburg, agent telegrapher.....	73.00	Station and Position.	Rate per Month.
Pleasant Hill, agent.....	113.00	Dodson, agent.....	\$ 82.00
Fuel foreman.....	10.60	Telegrapher.....	75.00
Telegrapher.....	92.50	Telegrapher.....	75.00
Telegrapher.....	92.50	Telegrapher.....	75.00
Telegrapher.....	80.00	Telegrapher.....	75.00
Greenwood, agent telegrapher.....	73.00	Martin City, agent telegrapher.....	75.00
Telegrapher.....	70.00	Stilwell, agent telegrapher.....	75.00
Lees Summit, agent.....	85.00	Telegrapher.....	74.00
Telegrapher.....	80.00	Telegrapher.....	74.00
Telegrapher.....	73.00	Telegrapher.....	74.00
Telegrapher.....	73.00	Bucyrus, agent telegrapher.....	75.00
Little Blue, agent telegrapher.....	75.00	Telegrapher.....	72.50
Telegrapher.....	70.00	Wagstaff, agent telegrapher.....	75.00
Independence, agent.....	107.00	Telegrapher.....	74.00
Telegrapher.....	80.00	Telegrapher.....	74.00
Telegrapher.....	80.00	Telegrapher.....	74.00
Telegrapher.....	75.00	Paola, telegrapher.....	80.00
River District.		Telegrapher.....	75.00
Sandy Hook, agent telegrapher.....	\$ 73.00	Telegrapher.....	75.00
Lupus, agent telegrapher.....	73.00	Osawatomie District.	
Telegrapher.....	72.00	Osawatomie Yard Office, telegrapher.....	\$ 82.50
Telegrapher.....	72.00	Telegrapher.....	75.00
Wooldridge, agent telegrapher.....	73.00	Telegrapher.....	75.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Rantoul, agent telegrapher.....	\$ 73.00	Bison, agent telegrapher.....	\$ 76.00
Ottawa, telegrapher.....	80.00	LaCrosse, agent telegrapher.....	87.50
Telegrapher.....	75.00	Telegrapher.....	75.00
Telegrapher.....	75.00	McCracken, agent.....	85.00
Lomax, agent telegrapher.....	80.00	Fuel foreman.....	5.00
Telegrapher.....	73.00	Telegrapher.....	75.00
Telegrapher.....	73.00	Telegrapher.....	75.00
Vassar, agent telegrapher.....	71.50	Telegrapher.....	70.00
Osage City, agent.....	95.00	Ransom, agent telegrapher.....	80.00
Telegrapher.....	75.00	Utica, agent telegrapher.....	77.00
Telegrapher.....	73.00	Telegrapher.....	75.00
Telegrapher.....	67.50	Telegrapher.....	75.00
Miller, agent telegrapher.....	73.00	Healy, agent telegrapher.....	75.00
Lamp tender.....	5.00	Scott City, agent telegrapher.....	87.00
Admire, agent telegrapher.....	73.00	Fuel foreman.....	5.00
Allen, agent telegrapher.....	73.00	Telegrapher.....	75.00
Bushong, agent telegrapher.....	73.00	Telegrapher.....	75.00
Telegrapher.....	73.00	Leoti, agent telegrapher.....	85.00
Telegrapher.....	67.50	Telegrapher.....	75.00
Comiskey, agent telegrapher.....	73.00		

Council Grove District.

Council Grove, telegrapher.....	\$ 83.50
Telegrapher.....	80.00
Telegrapher.....	76.00
Wilsey, agent telegrapher.....	75.00
Delavan, agent telegrapher.....	75.00
Herrington, agent telegrapher.....	97.00
Telegrapher.....	75.00
Telegrapher.....	75.00
Hope, agent telegrapher.....	80.00
Elmo, agent telegrapher.....	75.00
Gypsum City, agent telegrapher.....	92.00
Fuel foreman.....	5.00
Telegrapher.....	75.00
Telegrapher.....	75.00
Lindsborg, agent.....	113.00
Telegrapher.....	77.00
Marquette, agent telegrapher.....	92.00
Telegrapher.....	75.00
Telegrapher.....	75.00
Crawford, agent telegrapher.....	75.00
Geneseo, agent telegrapher.....	98.00
Fuel foreman.....	5.00
Telegrapher.....	76.00
Telegrapher.....	76.00
Bushton, agent telegrapher.....	77.00
Clafin, agent.....	85.00
Telegrapher.....	75.00
Telegrapher.....	75.00
Telegrapher.....	71.00

Salina Branch.

Salina, telegrapher.....	\$ 76.00
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Topeka Branch.

Mapleton, agent telegrapher.....	\$ 70.00
Blue Mound, agent telegrapher.....	75.00
Harris, agent telegrapher.....	70.00
Waverly, agent telegrapher.....	72.00
Quenemo, agent telegrapher.....	70.00
Overbrook, agent telegrapher.....	75.00
Richland, agent telegrapher.....	70.00
Topeka, telegrapher.....	80.00

COLORADO DIVISION.**Holsington District.**

Station and Position.	Rate per Month.
Olmitz, agent telegrapher.....	\$ 76.00
Telegrapher.....	74.50
Telegrapher.....	70.00
Otis, agent telegrapher.....	76.00

Horace District.

Horace, agent telegrapher.....	\$ 90.00
Telegrapher.....	80.00
Telegrapher.....	77.00
Sheridan Lake, agent telegrapher.....	77.00
Eads, agent telegrapher.....	77.00
Telegrapher.....	74.00
Telegrapher.....	74.00
Haswell, agent telegrapher.....	75.00
Fuel foreman.....	5.00
Telegrapher.....	74.00
Arlington, agent telegrapher.....	75.00
Sugar City, agent telegrapher.....	90.00
Telegrapher.....	70.00
Ordway, agent.....	83.00
Telegrapher.....	75.00
Telegrapher.....	75.00
Telegrapher.....	75.00
Olney Springs, agent telegrapher.....	77.00
Boone, agent telegrapher.....	75.00
Telegrapher.....	74.00
Pueblo, telegrapher.....	97.50
Telegrapher.....	87.50
Telegrapher.....	87.50

Great Bend Branch.

Great Bend, agent telegrapher.....	\$135.00
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OMAHA DIVISION.**Atchison District.**

Station and Position.	Rate per Month.
Nearman, agent telegrapher.....	\$ 73.00
Telegrapher.....	75.00
Telegrapher.....	73.00
Wolcott, agent telegrapher.....	73.00
Telegrapher.....	73.00
Telegrapher.....	73.00
Cochrane, agent telegrapher.....	*40.00
Lamp tender.....	9.00
Telegrapher.....	72.00
Telegrapher.....	72.00
Leavenworth Un. Depot, telegrapher.....	75.00
Telegrapher.....	75.00
Oak Mills, agent telegrapher.....	72.00
Telegrapher.....	70.00
Telegrapher.....	70.00

*Union Pacific also pays \$40.00 per month.

Station and Position.	Rate per Month.
Atchison Union Depot, telegrapher.....	\$ 95.00
Telegrapher	90.00
Telegrapher	85.00
Telegrapher	†15.00
Telegrapher	†15.00
Atchison Lower Yard, telegrapher....	70.00
Atchison Upper Yard, telegrapher....	80.00
Telegrapher	75.00
Telegrapher	75.00
Shannon, agent telegrapher.....	73.00
Lamp tender	5.00
Telegrapher	72.00
Telegrapher	72.00
Huron, agent telegrapher.....	73.00
Telegrapher	72.00
Telegrapher	70.00
Everest, agent telegrapher.....	75.00
Baker, agent telegrapher.....	73.00
Telegrapher	70.00
Telegrapher	70.00
Padonia, telegrapher	70.00
Reserve, agent telegrapher.....	73.00
Falls City, agent.....	107.00

Omaha District.

Strausville, telegrapher.....	\$ 70.00
Verdon, agent telegrapher.....	73.00
Telegrapher	67.50
Stella, agent telegrapher.....	78.00
Telegrapher	72.00
Telegrapher	70.00
Howe, agent telegrapher.....	73.00
Auburn, telegrapher.....	80.00
Telegrapher	75.00
Telegrapher	73.00
Julian, agent telegrapher.....	71.00
Paul, agent telegrapher.....	67.50
Telegrapher	67.50
Telegrapher	67.50
Nebraska City, agent.....	113.00
Telegrapher	73.00
Telegrapher	70.00
Telegrapher	70.00
Wyoming, agent telegrapher.....	70.00
Lamp tender.....	5.00
Union, agent telegrapher.....	79.00
Telegrapher	70.00
Telegrapher	70.00
Murray, agent telegrapher.....	71.00
Plattsmouth, agent telegrapher.....	91.00
Telegrapher	70.00
Telegrapher	70.00
South Omaha, telegrapher	75.00
Telegrapher	70.00
Omaha West Side Jct., telegrapher..	75.00
Omaha, Nicholas St., telegrapher....	93.00
Telegrapher	88.00
Telegrapher	83.00
Omaha Commercial Office, telegrapher	82.50

Talmage Branch.

Brock, agent telegrapher.....	\$ 71.00
Talmage, agent telegrapher.....	73.00
Dunbar, agent telegrapher.....	71.00
Berlin, agent telegrapher.....	71.00
Avoca, agent telegrapher.....	71.00
Weeping Water, agent.....	97.00
Fuel foreman.....	5.00
Telegrapher	75.00
Telegrapher	70.00

†Union Depot also pays \$65.00 per month.

‡Union Depot also pays \$65.00 per month.

Station and Position.	Rate per Month.
Manley, agent telegrapher.....	\$ 71.00
Louisville, agent telegrapher.....	72.50
Springfield, agent telegrapher.....	71.00
St. Joseph Branch.	
St. Joseph, telegrapher.....	\$ 82.50
Crète Branch.	
Cook, agent telegrapher.....	\$ 70.00
Burr, agent telegrapher.....	70.00
Douglas, agent telegrapher.....	70.00
Pumper	10.00
Panama, agent telegrapher.....	70.00
Hickman, agent telegrapher.....	70.00
Pumper	10.00
Crete, agent telegrapher.....	95.00
Lincoln Branch.	
Nehawka, agent telegrapher.....	\$ 71.00
Wabash, agent telegrapher.....	70.00
Elmwood, agent telegrapher.....	75.00
Eagle, agent telegrapher.....	71.00
Lincoln, telegrapher	75.00
Telegrapher	*75.00

NORTHERN KANSAS DIVISION.

Greenleaf District.

Station and Position.	Rate per Month.
Effingham, agent telegrapher.....	\$ 83.00
Telegrapher	70.00
Telegrapher	65.00
Muscotah, agent telegrapher.....	70.00
Whiting, agent telegrapher.....	71.00
Netawaka, agent telegrapher.....	70.00
Wetmore, agent telegrapher.....	71.00
Goffs, agent telegrapher.....	91.50
Telegrapher	70.00
Telegrapher	70.00
Corning, agent telegrapher.....	70.00
Fuel foreman.....	5.00
Centralia, agent telegrapher.....	72.00
Vermillion, agent telegrapher	70.00
Frankfort, agent telegrapher.....	77.50
Telegrapher	70.00
Telegrapher	65.00
Irving, agent telegrapher.....	71.00
Blue Rapids, agent telegrapher.....	80.00
Telegrapher	67.00
Waterville, agent telegrapher.....	71.00
Barnes, agent telegrapher.....	70.00
Greenleaf, agent.....	105.00
Telegrapher	76.00
Telegrapher	74.00
Telegrapher	72.50

Downs District.

Linn, agent telegrapher.....	\$ 70.00
Palmer, agent telegrapher.....	70.00
Clifton, agent telegrapher.....	75.00
Clyde, agent telegrapher.....	83.00
Concordia, agent.....	120.00
Division Office telegrapher.....	90.00
Division Office telegrapher.....	85.00
Jamestown, agent telegrapher.....	82.00
Scottsville, agent telegrapher.....	70.00
Beloit, agent	113.00
Telegrapher	73.00
Glen Elder, agent telegrapher.....	72.00

*Joint with C. & N. W., each company carrying on its pay-rolls every alternate year from September 1st.

Station and Position.	Rate per Month.
Cawker, agent telegrapher.....	\$ 72.00
Downs, agent	87.00
Telegrapher	80.00
Telegrapher	77.50

Washington Branch.

Washington, agent telegrapher.....	\$ 87.50
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Prosser Branch.

Scandia, agent telegrapher.....	\$ 70.00
Republic City, agent telegrapher.....	70.00
Superior, agent telegrapher.....	83.50
Mont Clare, agent telegrapher.....	70.00
Lawrence, agent telegrapher.....	70.00
Hastings, agent telegrapher.....	101.50
Prosser, agent telegrapher.....	70.00
Fuel foreman.....	5.00

Burr Oak Branch.

Randall, agent telegrapher.....	\$ 70.00
Jewell City, agent telegrapher.....	73.00
Mankato, agent telegrapher.....	83.50
Burr Oak, agent telegrapher.....	72.00

Lenora Branch.

Portis, agent telegrapher.....	\$ 70.00
Gaylord, agent telegrapher.....	70.00
Kirwin, agent telegrapher.....	70.00
Pumper	10.00
Glade, agent telegrapher.....	70.00
Logan, agent telegrapher.....	70.00
Pumper	10.00
Lenora, agent telegrapher.....	83.50

Stockton District.

Osborne, agent telegrapher.....	\$ 77.00
Telegrapher	65.00
Alton, agent telegrapher.....	75.00
Woodston, agent telegrapher.....	70.00
Stockton, agent telegrapher	75.00
Telegrapher	65.00

JOPLIN DIVISION.**Pleasant Hill District.**

Station and Position.	Rate per Month.
Ore, telegrapher	\$ 67.50
Harrisonville, agent telegrapher.....	90.00
Telegrapher	75.00
Telegrapher	73.00
Archie, agent telegrapher.....	73.00
Telegrapher	70.00
Adrian, agent telegrapher.....	80.00
Telegrapher	73.00
Telegrapher	70.00
Butler, agent.....	117.00
Telegrapher	75.00
Telegrapher	75.00
Telegrapher	70.00
Athol, telegrapher.....	67.50
Rich Hill, agent.....	87.00
Telegrapher	80.00
Telegrapher	75.00
Telegrapher	70.00
Horton, agent telegrapher.....	70.00
Telegrapher	67.50
Sheldon, agent telegrapher.....	80.00
Telegrapher	67.50
Lamar, agent telegrapher.....	92.50
Telegrapher	75.00
Telegrapher	70.00
Jasper, agent telegrapher.....	77.50
Carthage, telegrapher.....	82.50
Telegrapher	82.50
Telegrapher	75.00

Station and Position.	Rate per Month.
Webb City, telegrapher.....	\$ 77.50
Telegrapher	75.00
Telegrapher	70.00
Joplin, telegrapher.....	77.50
Telegrapher	75.00
Telegrapher	70.00

Madison Branch.

Pleasanton, agent telegrapher.....	\$ 80.00
Mound City, agent telegrapher.....	75.00
Gridley, agent telegrapher.....	70.00
Madison, agent telegrapher.....	73.00

Ft. Scott Branch.

Englevale, agent telegrapher.....	\$ 70.00
Arma, agent telegrapher.....	81.00

Rich Hill Branch.

Richards, agent telegrapher.....	\$ 71.00
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Granby Branch.

Granby, agent telegrapher.....	\$ 76.50
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Asbury Branch.

Purcell, agent telegrapher.....	\$ 90.00
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Pittsburg District.

Bronaugh, agent telegrapher.....	\$ 70.00
Liberal, agent telegrapher.....	78.00
Cornell, agent	117.00
Telegrapher	70.00
Telegrapher	70.00
Telegrapher	70.00
Pittsburg, telegrapher	75.00
Telegrapher	70.00
Cherokee, agent telegrapher.....	73.00
Carona, agent telegrapher.....	78.00
Sherwin, agent telegrapher.....	70.00
Chetopa, agent telegrapher.....	93.50
Edna, agent telegrapher.....	82.50

WICHITA DIVISION.**Wichita District.**

Station and Position.	Rate per Month.
Ft. Scott, telegrapher.....	\$ 82.50
Telegrapher	80.00
Telegrapher	75.00
Redfield, agent telegrapher.....	70.00
Bronson, agent telegrapher.....	80.00
Moran, agent telegrapher.....	80.00
LaHarpe, agent telegrapher.....	89.00
Iola, telegrapher.....	80.00
Telegrapher	71.00
Piqua, agent telegrapher.....	80.00
Durand, telegrapher	80.00
Telegrapher	75.00
Telegrapher	72.00
Yates Center, agent.....	120.00
Fuel foreman.....	5.00
Telegrapher	81.00
Telegrapher	75.00
Telegrapher	72.00
Batesville, agent telegrapher.....	68.00
Lamp tender.....	5.00
Toronto, agent telegrapher.....	82.00
Telegrapher	70.00
Neal, agent telegrapher.....	70.00
Lamp tender.....	5.00
Telegrapher	65.00
Eureka, agent	117.00
Telegrapher	72.50
Telegrapher	69.00
Telegrapher	68.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Reece, agent telegrapher.....	\$ 71.00	Le Roy, agent.....	\$ 87.00
Telegrapher	70.00	Fuel foreman	5.00
Telegrapher	70.00	Telegrapher	75.00
Sallyards, telegrapher.....	68.00	Telegrapher	75.00
Lamp tender.....	5.00	Telegrapher	70.00
Summit, telegrapher	68.00	Vernon, agent telegrapher.....	72.50
Rosalia, agent telegrapher.....	71.00	Telegrapher	72.50
Telegrapher	68.00	Rose, agent telegrapher.....	72.50
Pontiac, agent telegrapher.....	68.00	Lamp tender.....	5.00
El Dorado, agent.....	125.00	Buffalo, agent	85.00
Telegrapher	83.50	Telegrapher	72.50
Telegrapher	74.00	Telegrapher	69.00
Telegrapher	74.00	Telegrapher	69.00
Towanda, agent telegrapher.....	70.00	Roper, agent telegrapher.....	72.50
Benton, agent telegrapher.....	70.00	Lamp tender.....	5.00
Telegrapher	65.00	Altoona, agent.....	90.00
Greenwich, agent telegrapher.....	70.00	Telegrapher	74.00
Wichita Yards, telegrapher.....	76.50	Telegrapher	70.00
Telegrapher	76.50	Telegrapher	69.00
Telegrapher	72.50	Neodesha, telegrapher.....	80.00
McPherson Branch.		Telegrapher	75.00
Potwin, agent telegrapher.....	\$ 75.00	Telegrapher	73.00
Whitewater, agent telegrapher.....	71.00	Sycamore, agent telegrapher.....	72.50
Newton, telegrapher	75.00	Independence, telegrapher.....	80.00
Mound Ridge, agent telegrapher.....	71.00	Telegrapher	75.00
McPherson, agent telegrapher.....	95.00	Telegrapher	73.00
Hutchinson Branch.		Deering, agent telegrapher.....	80.00
Colwich, agent telegrapher.....	\$ 70.00	Telegrapher	73.00
Andale, agent telegrapher.....	71.00	Telegrapher	73.00
Mount Hope, agent telegrapher.....	74.00	Roper Branch.	
Haven, agent telegrapher.....	76.00	Fredonia, agent phone.....	\$ 95.00
Hutchinson, agent.....	109.00	LaFontaine, agent phone.....	57.50
Telegrapher	90.00	Elk City, agent phone.....	57.50
Nickerson, agent telegrapher.....	89.00	Conway Springs District.	
Sterling, agent telegrapher.....	95.00	Tyro, agent telegrapher.....	\$ 75.00
Lyons, agent	109.00	Caney, telegrapher	73.00
Telegrapher	73.00	Niotaze, agent telegrapher.....	73.00
Kanapolis, agent telegrapher.....	90.00	Peru, agent telegrapher.....	71.00
Kiowa Branch.		Sedan, telegrapher.....	71.00
Clearwater, agent telegrapher.....	\$ 70.00	Wauneta, agent telegrapher.....	71.00
Argonia, agent telegrapher.....	70.00	Cedarvale, agent telegrapher.....	85.00
Freeport, agent telegrapher.....	70.00	Pumper	15.00
Anthony, agent.....	113.00	Hooser, agent telegrapher.....	71.00
Telegrapher	73.00	Dexter, agent telegrapher.....	91.00
Hazleton, agent telegrapher.....	70.00	Winfield, agent.....	120.00
Kiowa, agent	107.00	Pumper	15.00
Telegrapher	70.00	Telegrapher	80.00
Hardtner, agent telegrapher.....	75.00	Oxford, agent telegrapher.....	71.00
Fuel foreman.....	5.00	Belleplaine, agent telegrapher.....	75.00
SOUTHERN KANSAS DIVISION.		Conway Springs, agent.....	95.00
Coffeyville District.		Telegrapher	75.00
Station and Position.	Rate per Month.	Telegrapher	72.50
Lane, agent telegrapher.....	\$ 74.00	Larned District.	
Lamp tender.....	5.00	Norwich, agent telegrapher.....	\$ 71.00
Telegrapher	72.50	Kingman, agent telegrapher.....	100.00
Telegrapher	69.00	Penalosa, agent telegrapher.....	71.00
Greeley, agent telegrapher.....	74.00	Turon, agent telegrapher.....	71.00
Telegrapher	69.00	Stafford, agent telegrapher.....	108.00
Garnett, agent	109.00	Hudson, agent telegrapher.....	73.00
Telegrapher	80.00	Seward, agent telegrapher.....	71.00
Telegrapher	75.00	Pumper	10.00
Telegrapher	70.00	Larned, agent telegrapher.....	100.00
Mont Ida, agent telegrapher.....	72.50	Arkansas City Branch.	
Telegrapher	69.00	Silverdale, agent telegrapher.....	\$ 71.00
Westphalia, agent telegrapher.....	81.00	Arkansas City, agent.....	120.00
Telegrapher	72.50	Telegrapher	80.00
Aliceville, telegrapher.....	69.00	Iuka Branch.	
		Olcott, agent phone	\$ 57.50
		Pumper	10.00
		Fuel foreman	5.00

Station and Position.	Rate per Month.
Preston, agent phone.....	\$ 57.50
Iuka, agent phone.....	68.00

MISSOURI DIVISION.

DeSoto District.

Station and Position.	Rate per Month.
Cliff Cave, telegrapher.....	\$ 72.50
Telegrapher	72.50
Telegrapher	72.50
Kimmswick, agent telegrapher.....	75.00
Sulphur Springs, agent telegrapher....	80.00
Riverside, agent telegrapher.....	112.50
Telegrapher	76.00
Telegrapher	74.50
Horine, agent telegrapher.....	70.00
Lamp tender	5.00
Hematite, agent telegrapher.....	77.50
De Soto, telegrapher.....	93.00
Telegrapher	83.00
Telegrapher	83.00
Vineland, agent telegrapher.....	72.50
Blackwell, agent telegrapher.....	72.50
Mineral Point, agent telegrapher.....	74.00
Telegrapher	72.50
Telegrapher	72.50
Irondale, agent telegrapher.....	75.00
Bismarck, telegrapher	97.00
Telegrapher	82.50
Telegrapher	77.50
Iron Mountain, agent telegrapher.....	72.50
Middlebrook, telegrapher.....	72.50
Ironton, agent telegrapher.....	80.00
Arcadia, agent telegrapher.....	75.00
Telegrapher	72.50
Telegrapher	72.50
Hogan, agent telegrapher.....	75.00
Telegrapher	72.50
Telegrapher	72.50
Annapolis, agent telegrapher.....	72.50
Vulcan, telegrapher.....	72.50
Des Arc, agent telegrapher.....	72.50
Gad's Hill, agent telegrapher.....	72.50

Piedmont District.

Piedmont, telegrapher.....	\$ 80.00
Telegrapher	77.00
Telegrapher	77.00
Leeper, agent telegrapher.....	75.00
Mill Spring, agent telegrapher.....	72.50
Williamsville, agent telegrapher.....	86.00
Telegrapher	72.50
Hendrickson, agent telegrapher.....	72.50
Harviell, agent telegrapher.....	72.50
Telegrapher	72.50
Telegrapher	72.50
Neeleyville, agent	77.00
Telegrapher	74.00
Moark, telegrapher	73.00
Corning, agent.....	77.00
Telegrapher	74.00
Knobel, agent telegrapher.....	77.50
Telegrapher	75.00
Telegrapher	75.00
Peach Orchard, agent telegrapher....	73.00
O'Kean, agent telegrapher.....	75.00
Telegrapher	73.50
Telegrapher	73.50
Walnut Ridge, agent.....	95.00
Telegrapher	74.00
Hoxie Yard, telegrapher.....	82.00
Telegrapher	82.00
Telegrapher	77.00

Potosi Branch.

Station and Position.	Rate per Month.
Potosi, agent telegrapher.....	\$ 89.00

Belmont Branch.

DeLassus, agent telegrapher.....	\$ 75.00
Mine LaMotte, agent telegrapher....	70.00
Fredericktown, agent.....	90.00
Telegrapher	65.00
Marquand, agent telegrapher.....	75.00
Glen Allen, agent telegrapher.....	75.00
Fuel foreman	5.00
Lutesville, agent telegrapher.....	82.50
Allenville, agent telegrapher.....	75.00
Delta, agent	82.00
Telegrapher	75.00
Telegrapher	75.00
Telegrapher	70.00
Oran, agent telegrapher.....	71.00
Morley, agent telegrapher.....	73.00
Pumper	10.00
Blodgett, agent telegrapher	73.00
Charleston, agent.....	113.00
Telegrapher	75.00
Belmont, agent.....	111.00

Jackson Branch.

Jackson, agent telegrapher.....	\$110.00
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Cairo District.

Fisk, agent telegrapher.....	\$ 70.00
Dudley, agent telegrapher.....	68.00
Dexter, agent	105.00
Telegrapher	72.00
Essex, agent telegrapher.....	70.00
Morehouse, agent telegrapher.....	72.00
Sikeston, agent	113.00
Telegrapher	72.00

Doniphan Branch

Doniphan, agent telegrapher.....	\$ 80.00
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ARKANSAS DIVISION.

Hoxie District.

Station and Position.	Rate per Month.
Minturn, agent.....	\$ 73.00
Telegrapher	75.00
Alicia, agent telegrapher.....	75.00
Swifton, telegrapher.....	75.00
Tuckerman, agent telegrapher.....	83.50
Telegrapher	73.00
Diaz, agent telegrapher.....	75.00
Telegrapher	75.00
Telegrapher	75.00
Newport, telegrapher.....	80.00
Telegrapher	75.00
Telegrapher	75.00
Olyphant, agent telegrapher.....	75.00
Telegrapher.....	73.00
Bradford, agent telegrapher.....	75.00
Telegrapher	73.00
Telegrapher	73.00
Bald Knob, agent.....	91.00
Fuel foreman	5.00
Telegrapher	80.00
Telegrapher	75.00
Telegrapher	75.00
Judsonia, agent telegrapher.....	76.00
Kensett, agent telegrapher.....	97.00
Telegrapher	75.00
Telegrapher	75.00
Telegrapher	70.00
Higginson, agent	73.00

Station and Position.	Rate per Month.
Garner, agent telegrapher.....	\$ 75.00
Telegrapher	75.00
Beebe, agent telegrapher.....	82.00
Telegrapher	74.00
Telegrapher	74.00
Austin, agent telegrapher.....	75.00
Cabot, agent	74.00
Telegrapher	73.00
Jacksonville, agent telegrapher.....	75.00
Rixey, telegrapher	73.00
McAlmont, telegrapher.....	73.00
Argenta, agent.....	91.00
Telegrapher	83.50
Telegrapher	83.50
Telegrapher	77.00

Little Rock District.

Little Rock (GR), telegrapher.....	\$ 77.00
Telegrapher	77.00
Cypress Junction, telegrapher.....	75.00
Telegrapher	75.00
Telegrapher	75.00
Alexander, agent telegrapher.....	75.00
Bryant, agent telegrapher.....	73.00
Telegrapher	70.00
Telegrapher	70.00
Bentop, agent.....	113.00
Telegrapher	80.00
Telegrapher	75.00
Telegrapher	75.00
Traskwood, agent telegrapher.....	76.50
Gifford, telegrapher	73.00
Malvern, agent	122.00
Telegrapher	80.00
Telegrapher	75.00
Telegrapher	75.00
Walco, agent telegrapher.....	83.50
Donaldson, agent telegrapher.....	75.00
Witherspoon, telegrapher.....	73.00
Arkadelphia, telegrapher.....	76.00
Gum Springs, telegrapher.....	73.00
Curtis, agent telegrapher.....	73.00
Smithton, agent telegrapher.....	78.00
Gurdon, agent	113.00
Telegrapher	82.50
Telegrapher	75.00
Telegrapher	75.00
Bierne, agent telegrapher.....	73.00
Boughton, telegrapher.....	73.00
Prescott, agent	120.00
Telegrapher	75.00
Bolivar, telegrapher	73.00
Emmett, agent telegrapher.....	73.00
Hope, telegrapher.....	80.00
Telegrapher	75.00
Telegrapher	73.00
Sheppard, telegrapher.....	73.00
Fulton, agent telegrapher.....	81.00
Clear Lake Junction, telegrapher.....	75.00
Telegrapher	75.00
Telegrapher	75.00
Texarkana, telegrapher.....	90.00
Telegrapher	85.00
Telegrapher	80.00
Telegrapher	80.00
Telegrapher	80.00

Hot Springs Branch.

Sheridan, agent telegrapher.....	\$ 75.00
Lonsdale, agent telegrapher.....	73.00
Hot Springs, telegrapher.....	77.00

Womble Branch.

Station and Position.	Rate per Month.
Okolona, agent telegrapher.....	\$ 75.00
Graysonia, agent telegrapher.....	85.00
Amity, agent telegrapher.....	91.00
Rosboro, agent telegrapher.....	73.00
Glenwood, agent telegrapher.....	94.00
Caddo Gap, agent telegrapher.....	73.00
Womble, agent telegrapher.....	80.00

Pike City Branch.

Antoine, agent telegrapher.....	\$ 75.00
Delight, agent telegrapher.....	73.00
Pike City, agent telegrapher.....	73.00

Nashville Branch.

Washington, agent telegrapher.....	\$ 80.00
Ozan, agent telegrapher.....	80.00
Nashville, agent telegrapher.....	100.00

ILLINOIS DIVISION.

Chester District.

Station and Position.	Rate per Month.
Valmeyer, agent telegrapher.....	\$ 73.00
Prairie du Rocher, agent telegrapher.....	75.00
Telegrapher	73.00
Telegrapher	73.00
Roots Tower, telegrapher.....	73.00
Telegrapher	73.00
Telegrapher	71.00
Rely Lake, agent telegrapher.....	73.00
Menard, telegrapher.....	67.50
Chester, agent.....	75.00
Telegrapher	73.00
Rockwood, telegrapher.....	73.00
Cora City, agent telegrapher.....	75.00
Raddle Jct. Tower, telegrapher.....	73.00
Telegrapher	73.00
Telegrapher	73.00
Gorham, agent.....	90.00
Telegrapher	75.00
Telegrapher	75.00
Telegrapher	75.00
Howardton, agent telegrapher.....	73.00
Telegrapher	73.00
Telegrapher	73.00
Halsey, telegrapher.....	73.00
Telegrapher	73.00
Telegrapher	73.00
Wolf Lake, agent telegrapher.....	73.00
Ware, telegrapher.....	73.00
McClure, agent telegrapher.....	73.00

Cairo Branch.

Thebes Tower, telegrapher.....	\$ 79.00
Telegrapher	79.00
Telegrapher	79.00
Fayville, agent telegrapher.....	75.00
Cairo, telegrapher.....	82.50

East & West Branch.

Murphysboro, agent telegrapher.....	\$ 85.00
Telegrapher	73.00
Telegrapher	70.00
Bush, telegrapher.....	73.00
Royalton, agent.....	83.50

Herrin Branch.

Herrin, agent	\$107.00
Telegrapher	85.00

MEMPHIS DIVISION.

Paragould District.	
Station and Position.	Rate per Month.
Paragould, telegrapher.....	\$ 80.00
Telegrapher	75.00
Telegrapher	75.00
Nettleton, agent telegrapher.....	81.00
Harrisburg, agent telegrapher.....	75.00
Telegrapher	74.00
Telegrapher	70.00
Cherry Valley, agent telegrapher.....	70.00
Forrest City, agent telegrapher.....	95.00
Haynes, telegrapher.....	70.00
Marianna, telegrapher.....	75.00
Lexa, agent.....	95.00
Telegrapher	76.00
Telegrapher	73.00
Telegrapher	70.00
Helena, telegrapher.....	76.00

Latour District.	
Lake View, agent telegrapher.....	\$ 75.00
Car checker	5.00
Elaine, agent	75.00
Telegrapher	70.00
Mellwood, agent telegrapher.....	75.00
Snow Lake, agent telegrapher.....	83.50
Mozart, telegrapher.....	70.00
Watson, agent	75.00
Telegrapher	70.00
Kelso Pit, telegrapher.....	70.00

Memphis District.	
New Augusta, agent telegrapher.....	\$ 89.00
Telegrapher	75.00
Jelks, agent telegrapher.....	70.00
McCrary, agent telegrapher.....	75.00
Crowley, telegrapher.....	70.00
Parkin, agent.....	83.50
Telegrapher	73.00
Earle, agent.....	75.00
Telegrapher	75.00
Crawfordsville, agent	75.00
Telegrapher	70.00
Telegrapher	70.00

Clarendon Branch.	
Barton, agent phone.....	\$ 57.50
Poplar Grove, agent phone.....	60.00
Marvell, agent phone.....	91.00
Postelle, agent phone.....	57.50
Holly Grove, agent phone.....	60.00
Clarendon, agent phone.....	103.00

Brinkley Branch.	
Brinkley, agent.....	\$ 85.00

Marianna Branch.	
Hughes, agent phone.....	\$ 65.00
Neuhardt, agent phone.....	65.00

VALLEY DIVISION.

Pine Bluff District.	
Station and Position.	Rate per Month.
Higgins, telegrapher.....	\$ 74.00
Telegrapher	73.00
Farrell, agent telegrapher.....	75.00
Telegrapher	73.00
Redfield, agent telegrapher.....	75.00
Samplis, telegrapher	73.00
Telegrapher	73.00

Station and Position.	Rate per Month.
Pine Bluff Yard, telegrapher.....	\$ 82.00
Telegrapher	82.00
Telegrapher	82.00
Noble Lake, agent telegrapher.....	75.00
Moscow, agent telegrapher.....	75.00
Telegrapher	73.00
Grady, agent telegrapher.....	76.00
Varnier, agent telegrapher.....	76.00
Gould, agent telegrapher.....	78.00
Telegrapher	73.00
Telegrapher	73.00
Dumas, agent telegrapher.....	80.00
Walnut Lake, telegrapher.....	74.00
Winchester, agent telegrapher.....	75.00
Tillar, agent telegrapher.....	75.00

McGehee District.

McGehee, agent	\$ 95.00
Dermott, agent	95.00
Telegrapher	81.00
Telegrapher	76.00
Telegrapher	76.00
Blissville, agent telegrapher.....	75.00
Montrose, agent.....	97.00
Telegrapher	75.00
Telegrapher	75.00
Telegrapher	75.00
Portland, agent	92.00
Telegrapher	75.00
Parkdale, agent telegrapher.....	76.00
Wilmont, agent	82.00
Fuel foreman	5.00
Telegrapher.....	73.00
Telegrapher	73.00
Jones, agent telegrapher.....	75.00
Bonita, agent telegrapher.....	75.00
Telegrapher	73.00
Gallon, agent telegrapher.....	75.00
Mer Rouge, agent.....	97.00
Telegrapher	75.00
Collinston, agent	102.00
Fuel foreman	5.00
Telegrapher	80.00
Telegrapher	75.00
Telegrapher	75.00
Swartz, agent telegrapher.....	75.00
Telegrapher	73.00
Telegrapher	73.00

Lake Providence District.

Halley, agent telegrapher.....	\$ 75.00
Lake Village, agent.....	97.00
Fuel foreman	5.00
Telegrapher	75.00
Eudora, agent.....	85.00
Fuel foreman	5.00
Telegrapher	77.00
Milliken, agent telegrapher.....	75.00
Lake Providence, agent.....	110.00
Telegrapher	75.00
Transylvania, agent telegrapher.....	75.00
Sondheimer, agent telegrapher.....	75.00
Tallulah, agent telegrapher.....	105.00
Quilmy, agent telegrapher.....	75.00
Newellton, agent telegrapher.....	80.00
St. Joseph, agent telegrapher.....	95.00
Waterproof, agent telegrapher.....	83.00

Eudora District.

Oak Grove, agent phone.....	\$ 65.00
Pioneer, agent phone.....	60.00
Calvit, agent phone.....	60.00

Arkansas City Branch.

Station and Position.	Rate per Month.
Arkansas City, agent.....	\$ 82.00
Telegrapher	75.00

Warren Branch.

Collins, agent telegrapher.....	\$ 75.00
Monticello, agent telegrapher.....	120.00
Wilmar, agent telegrapher.....	80.00
Warren, agent.....	85.00
Telegrapher	75.00

Hamburg Branch.

Hamburg, agent telegrapher.....	\$ 90.00
Crossett, agent telegrapher.....	95.00

WHITE RIVER DIVISION.**Cotter District.**

Station and Position.	Rate per Month.
Newark, agent telegrapher.....	\$ 77.00
Sulphur Rock, agent telegrapher.....	73.00
Batesville, telegrapher.....	83.50
Telegrapher	76.00
Guion, agent telegrapher.....	77.00
Fuel foreman.....	5.00
Sylamore, agent telegrapher.....	76.00
Calico, agent telegrapher.....	88.00
Norfork, agent telegrapher.....	75.00
Buffalo, agent telegrapher.....	70.00

Carthage District.

Cotter, agent.....	\$ 85.00
Div. Office, telegrapher.....	87.50
Yellville, agent.....	75.00
Telegrapher	70.00
Bergman, agent telegrapher.....	75.00
Cricket, agent telegrapher.....	75.00
Mollister, agent telegrapher.....	72.00
Branson, agent telegrapher.....	75.00
Fuel foreman.....	5.00
Reeds Springs, agent telegrapher.....	75.00
Galena, agent telegrapher.....	73.00
Crane, agent.....	80.00
Telegrapher	75.00
Telegrapher	73.00
Aurora, agent.....	122.00
Telegrapher	85.00
Hoberg, agent telegrapher.....	70.00
Stotts City, agent telegrapher.....	70.00
La Russell, agent telegrapher.....	73.00

Springfield Branch.

Clever, agent telegrapher.....	\$ 72.00
Springfield, telegrapher.....	83.00

Cushman Branch.

Cushman, agent phone.....	\$ 60.00
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CENTRAL DIVISION.**Van Buren District.**

Station and Position.	Rate per Month.
Palarm, agent telegrapher.....	\$ 75.00
Telegrapher	73.00
Telegrapher	73.00
Conway, agent.....	120.00
Telegrapher	75.00
Telegrapher	75.00
Telegrapher	75.00
Plumerville, agent telegrapher.....	80.00

Station and Position.**Rate per Month.**

Morrilton, agent.....	\$113.00
Telegrapher	75.00
Telegrapher	75.00
Telegrapher	73.00
Atkins, agent telegrapher.....	90.00
Telegrapher	75.00
Russellville, telegrapher	82.50
Telegrapher	77.00
Telegrapher	77.00
Knoxville, agent telegrapher.....	75.00
Telegrapher	73.00
Telegrapher	73.00
Spadra, agent.....	115.00
Telegrapher	75.00
Telegrapher	75.00
Telegrapher	75.00
Hartman, agent telegrapher.....	75.00
Denning Yard, agent.....	95.00
Fuel foreman.....	5.00
Telegrapher	75.00
Telegrapher	75.00
Telegrapher	73.00
Ozark, agent telegrapher.....	107.50
Telegrapher	75.00
Telegrapher	75.00
Mulberry, agent telegrapher.....	83.00
Telegrapher	74.00
Telegrapher	73.00
Alma, agent telegrapher.....	78.00
Telegrapher	73.00
Van Buren, agent.....	109.00
Van Buren Ticket Office, telegrapher	79.00
Telegrapher	73.00
Van Buren Div. Office, telegrapher...	95.00
Telegrapher	90.00
Telegrapher	90.00
Telegrapher	90.00

Wagoner District.

Greenwood Jct., agent telegrapher....	\$ 75.00
Telegrapher	75.00
Telegrapher	74.00
Muldraw, agent telegrapher.....	75.00
Telegrapher	73.00
Telegrapher	73.00
Sallisaw, agent.....	120.00
Telegrapher	75.00
Telegrapher	75.00
Telegrapher	73.00
Vian, agent telegrapher.....	77.00
Telegrapher	73.00
Telegrapher	73.00
Gore, agent telegrapher.....	83.00
Telegrapher	75.00
Telegrapher	75.00
Briggs, agent telegrapher.....	75.00
Telegrapher	73.00
Telegrapher	73.00
Ft. Gibson, agent.....	85.00
Telegrapher	74.00
Telegrapher	74.00
Telegrapher	74.00
North Muskogee, agent telegrapher...	108.00
Telegrapher	75.00
Telegrapher	73.00
Wagoner, agent.....	120.00
Fuel foreman.....	5.00
Telegrapher	80.00
Telegrapher	75.00
Telegrapher	75.00
Inola, agent telegrapher.....	75.00
Telegrapher	73.00
Telegrapher	73.00

Station and Position.	Rate per Month.
Claremore, agent.....	\$105.00
Telegrapher	79.00
Telegrapher	75.00
Telegrapher	75.00
Oolagah, agent telegrapher.....	75.00
Telegrapher	73.00
Telegrapher	73.00
Tahala, agent telegrapher.....	73.00
Nowata, agent	122.00
Telegrapher	80.00
Telegrapher	75.00
Telegrapher	75.00
Delaware, agent	88.00
Telegrapher	73.00
Lenapah, agent telegrapher.....	75.00
Telegrapher	73.00
Telegrapher	73.00
South Coffeyville, agent telegrapher...	77.00

Greenwood Branch.

Ft. Smith, telegrapher	\$ 82.50
Telegrapher	80.00
Telegrapher	80.00
Jenny Lind, agent telegrapher.....	88.00
Greenwood, agent telegrapher.....	75.00

Clarksville Branch.

Clarksville, agent telegrapher.....	\$ 90.00
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LOUISIANA DIVISION.**Monroe District.**

Station and Position.	Rate per Month.
Monroe Yard, telegrapher.....	\$ 75.00
Telegrapher	75.00
Telegrapher	75.00
Fondale, telegrapher.....	74.00
Bosco, agent telegrapher.....	75.00
Riverton, agent telegrapher.....	85.00
Fuel foreman	5.00
Telegrapher	75.00
Telegrapher	73.00
Columbia, agent telegrapher.....	75.00
Grayson, telegrapher.....	74.00
Clarks, agent telegrapher.....	75.00
Olla, agent telegrapher.....	75.00
Telegrapher	73.00
Telegrapher	73.00
Urania, agent telegrapher	75.00
Rochelle, agent telegrapher.....	75.00
Telegrapher	73.00
Telegrapher	73.00
Selma, agent telegrapher.....	75.00
Howcott, telegrapher	71.50
Antonia, telegrapher.....	73.00
Pollock, agent telegrapher.....	77.50
Telegrapher	75.00
Simms, telegrapher.....	71.50
Tioga, agent telegrapher.....	75.00
Telegrapher	73.00

Lake Charles District.

Woodworth, agent telegrapher.....	\$ 75.00
Valde Rouge, telegrapher.....	70.00

Station and Position.	Rate per Month.
Forest Hill, agent telegrapher.....	\$ 75.00
McNary, agent telegrapher.....	77.00
Glenmora, agent telegrapher.....	80.00
Oakdale, agent telegrapher.....	115.00
Telegrapher	73.00
Telegrapher	71.50
Oberlin, agent telegrapher.....	75.00
Kinder, agent telegrapher.....	95.00
Fenton, agent telegrapher.....	75.00
Lake Charles, agent.....	115.00
Telegrapher	85.00

Gurdon District.

Chidester, agent telegrapher.....	\$ 75.00
Camden, telegrapher	75.00
Smackover, agent telegrapher.....	75.00
El Dorado, agent.....	109.00
Telegrapher	82.50
Strong, agent telegrapher.....	77.00

Felsenthal District.

Felsenthal, agent telegrapher.....	\$ 80.00
White, agent telegrapher.....	75.00
Bastrop, agent telegrapher.....	75.00
Oak Ridge, agent telegrapher.....	77.00
Rayville, agent telegrapher.....	80.00
Mangham, agent telegrapher.....	75.00
Winnsboro, agent telegrapher.....	77.00
Gilbert, agent telegrapher.....	75.00
Wisner, agent telegrapher.....	75.00
Sicily Island, agent telegrapher.....	75.00
Clayton, agent telegrapher.....	83.50
Ferriday, agent	100.00
Telegrapher	87.50
Vidalia, agent telegrapher.....	112.50

Huttig Branch.

Huttig, agent telegrapher.....	\$ 80.00
Spencer, agent phone.....	70.00

Farmerville Branch.

Marion, agent phone.....	\$ 75.00
Farmerville, agent phone.....	77.00

Upon the signing of this agreement, all previous schedules and rules shall be void.

This agreement shall be in effect from June 1st, 1917, and until thirty days' notice shall have been given by either party to change, or to terminate the same or any part thereof.

The terms and provisions of the foregoing agreement are accepted and agreed to by the undersigned.

E. A. CHENERY,
Superintendent Telegraph.

Approved:

J. F. MURPHY,
General Manager.

For the Telegraphers:

N. S. MORGAN,
General Secretary and Treasurer.
H. J. MOHLER,
General Chairman.

Michigan Central Railroad Company

(EFFECTIVE AUGUST 1, 1916.)

The following will be the rules and rates of wages for telegraphers:

ARTICLE I.

Definition of Term "Telegraphers", "Telephoners", "Levermen".

Telegraphers, telephoners, who handle orders or messages; also station agents and levermen specified herein, shall be considered as telegraphers within the meaning of this schedule.

When new positions are created compensation will be arranged in conformity with positions of the same class as shown in this schedule.

ARTICLE II.

Promotions and Transfers.

Telegraphers will be regarded in line for promotion, and where ability is sufficient seniority will prevail. In making transfers and promotions, seniority will govern, provided ability to fill the position is sufficient. Seniority will date from the last time of entering the service and will extend over each superintendent's division. Transfers from one division to another will be at the discretion of the general superintendent, and will be made when a position cannot be filled on account of lack of ability among the telegraphers on the division on which the vacancy exists. The superintendent of the division on which the vacancy exists, or the superintendent of telegraph, will be the judges as to the ability of the applicant. Temporary vacancies on any division will be filled by transfer from the general extra list by the superintendent of telegraph. Telegraphers transferred from one division to another will carry their seniority with them.

ARTICLE III.

Vacancies to Be Bulletinied.

Vacancies will be promptly bulletinied to all offices on each division and will be filled by the division superintendent, or superintendent of telegraph, in accordance with Article II. A vacancy will be filled as soon as practicable. Applications for the vacancy must be filed within six days after the issuing of the bulletin. When a telegrapher is transferred or promoted, and after a fair trial is found incapable, he will take his place on the extra list, but will retain his seniority rights. Telegraphers declining to accept promotion or transfer to any position do not forfeit their rights to it or another position when vacancy occurs.

ARTICLE IV.

Discontinuance of Positions.

In the event of any position shown in the wage scale being abolished, the telegrapher who shall be displaced will be entitled to the position held by the junior man permanently located, provided his seniority entitles him to such position and he is properly qualified.

ARTICLE V.

Seniority List.

The general chairman of telegraphers' committee shall be furnished a seniority list of persons included in this schedule upon application to the head of the respective departments.

ARTICLE VI.

Seniority Effective.

Seniority will only be effective when vacancies occur or new positions are created. All telegraphers west of the Detroit River shall be eligible to bid on any position bulletinied in Relay Offices, Detroit "F", Jackson "SF", Bay City "DI", and Chicago "CG". Such telegraphers assigned to positions in the above mentioned relay offices hold seniority rights only on the division from which they came when entering the relay offices. Under this arrangement Toledo Division, Detroit Terminal, East Division and Bay City Division shall be known as Detroit Division.

ARTICLE VII.

Rating New Positions.

When new positions are created compensation will be arranged in conformity with positions of the same class as shown in this schedule.

ARTICLE VIII.

Discipline and Right of Appeal.

Telegraphers will not be suspended or discharged without just cause. When they consider they have been unjustly treated, they will have a right to appeal to the division superintendent, general superintendent and general manager in the order named. In case a telegrapher has been disciplined or discharged and after investigation found not at fault he will be reinstated and paid for all time lost. Such investigation is to be held within ten days after the request of the party designated. Telegraphers may be accompanied by one or more co-employees from their department at any or all investigations if they so desire.

ARTICLE IX.

Expenses While Attending Court, Etc.

Section 1. Telegraphers absent from regular duty on business of the company, whether attending court or on other assigned duties, will be allowed their regular pay and authorized expenses while away from home.

Relief Agents' Allowance.

Sec. 2. Relief agents will be allowed \$10.00 per month expenses.

ARTICLE X.

Dinner Hour.

One hour will be allowed for dinner when consistent between the hours of 11:00 a. m. and 1:00 p. m. If less than an hour is allowed for dinner, one hour overtime pro rata, but not less than 35c will be paid. This ap-

plies to those performing telegraph or telephone service only and working more than eight hours and excepting operators in relay offices.

ARTICLE XI.

Working Hours.

Where but one telegrapher performing telegraph or telephone service is employed, twelve consecutive hours, including meal hour, shall constitute a day's work. Where more than one telegrapher is employed, ten consecutive hours, including meal hour, shall constitute a day's work. At stations where the twenty-four hour period is covered by three persons performing telegraph or telephone service, eight hours shall be assigned to each.

At relay offices, eight hours and forty-five minutes consecutively without meal hour shall constitute a day's work, and when conditions permit relay operators shall be given time to eat without loss of pay.

ARTICLE XII.

Vacations.

Section 1. At stations where but one telegrapher is employed, performing telegraph or telephone service, and works ten (10) hours or more per day, such telegraphers will, after continuous service in the telegraph department of two years or more, be given twelve (12) days' vacation yearly under full pay, or be paid in lieu thereof twelve (12) days' extra pay at the rate applying to their positions.

Sec. 2. Other employees covered by this schedule who have been in the service two (2) years or more, will be allowed seven (7) days' vacation annually with pay, or be paid in lieu thereof seven (7) days' extra pay at the rate applying to their positions.

ARTICLE XIII.

Overtime.

Section 1. When telegraphers are required by the train dispatcher or other proper authority to remain on duty longer than the number of hours constituting a day's work, they will be paid overtime. Overtime will be based on the regular salary. The rate per hour will be determined by dividing the monthly rate by the number of hours required for a month's work, provided that the rate per hour will in no case be less than thirty-five (35) cents. Allowance will be made for the actual time of service computed to the nearest five minutes.

Reporting Sundays.

Sec. 2. When telegraphers are called to the office by proper authority outside their usual hours for duty, the compensation for one hour's work or less shall be thirty-five (35) cents when the call is within three hours after the appointed time for relief, otherwise it will be fifty (50) cents. If held more than one hour overtime will be paid as per Section 1.

Sec. 3. Day telegraphers who perform telegraph or telephone service are expected to report at an appointed hour on Sunday but if held by train dispatcher for work, they will be allowed overtime. Day telegraphers who perform telegraph or telephone service are expected, however, to know that

their relief reports for duty on Sunday night.

Sunday Overtime.

Sec. 4. When day telegraphers who perform telegraph or telephone service are required to work on Sundays overtime as per Section 1 of this article will be allowed; if called more than twice they will receive one day's pay as per Section 1.

Sec. 5. Night telegraphers who perform telegraph or telephone service will be paid one day extra at the scheduled daily rate for each Sunday they are required to work.

Sec. 6. At three-trick telegraph offices the second and third trick men will be considered as night telegraphers.

Non-Telegrapher's Overtime.

Sec. 7. An agent who is not also the telegrapher, required to return to office to wait upon late trains, or for other reasons after the regular day's work has been performed, or who is required to report at an early hour in the morning and before his regular day's work commences, shall be paid overtime as per this article.

Sec. 8. Agents and levermen who are not the operators, who are required to work on Sundays, overtime pro rata will be paid for all hours worked.

ARTICLE XIV.

Scrubbing Waiting Rooms, Etc.

Section 1. Telegraphers will not be required to scrub waiting rooms, offices or out-buildings, clean or disinfect stock cars.

Attending Pumps.

Sec. 2. When telegraphers are required to attend pumps, they will receive five dollars (\$5.00) per month extra compensation.

Handling Switches and Levers.

Sec. 3. When telegraphers who perform telegraph or telephone service are required to attend switches or work interlocking levers in interlocking towers, they will be paid five dollars (\$5.00) per month extra compensation. This extra compensation paid for attending to switches will include attending to the lamps pertaining to said switches.

Pumps and Switches.

Sec. 4. Telegraphers who perform telegraph or telephone service required to attend to pumps and switches, will be paid \$7.50 extra pay per month.

Care of Lamps.

Sec. 5. Telegraphers who perform telegraph or telephone service will be allowed four dollars (\$4.00) extra compensation for taking care of six (6) switch or semaphore lamps or less, and fifty (50) cents for each additional lamp per month will be paid, it being understood that in cases where the day and night operators share in the performance of the work the compensation shall be equally divided.

ARTICLE XV.

Free Transportation.

Section 1. Regular telegraphers transferred or promoted, or extra telegraphers assigned to regular positions, will be fur-

nished free transportation for themselves, family and effects.

Pay While Transferring.

Sec. 2. Regular telegraphers transferred or promoted will not suffer any loss of pay on account of the time lost in making the transfer, but will be paid at the rate of the position left until they go on duty in the new position.

ARTICLE XVI.

Attending Meetings.

Telegraphers will be granted leave of absence from time to time for the purpose of attending their meetings, provided such leave of absence does not interfere with the business of the company, and they will be granted the necessary transportation over the lines of the Michigan Central Railroad.

ARTICLE XVII.

Serving on Boards of Adjustment.

Telegraphers will not be discriminated against on account of their serving on boards of adjustment, representing the telegraphers, and will be furnished transportation over the lines of the Michigan Central Railroad, and relieved without unnecessary delay for that purpose.

ARTICLE XVIII.

Re-employment Rights.

In case telegraphers are dismissed or should resign and should be reinstated or re-employed within one (1) year, they shall retain their rights; after one year they shall be considered as new men.

ARTICLE XIX.

Rate of Pay When Relieving.

Telegraphers shall receive the same rate of pay as agents or telegraphers relieved. Nothing in this article shall be considered as meaning that telegraphers shall suffer a reduction in their pay while temporarily relieving an agent or telegrapher.

ARTICLE XX.

Responsibility.

Nothing in these articles will relieve telegraphers from responsibility under the rules.

ARTICLE XXI.

Duration of Schedule.

These rules and rates will be effective August 1st, 1916, and will remain in effect subject to thirty days' notice, given by either party.

H. SHEARER,
General Superintendent.

Approved:

E. D. BRONNER,
General Manager.

J. C. CULKINS,
Chairman Telegraphers' Committee.

WAGE SCALE.

Telegraphers Straight and Joint as Agents.

CANADA DIVISION.

Station and Position.	Rate Per Month.
Windsor Yard, day phone operator....	\$ 65.00
Windsor Depot, day opr. and tkt. agt.	72.50
Night operator and ticket clerk...	68.00
Maidstone Cross, agent and operator.	66.00
Amherstburg, agent and operator....	75.00
Essex, day operator.....	61.00
Night operator.....	57.50
Woodslee, agent and operator.....	66.00
Ruscomb, agent and operator.....	66.00
Leamington, agent and operator.....	62.50
Comber, agent and operator.....	72.50
Tilbury, agent and operator.....	70.00
Night operator.....	57.50
Fletcher, agent and operator.....	70.00
Buxton, agent and operator.....	66.00
Charing Cross, agent and operator....	66.00
Fargo, day operator and leverman....	60.00
Night operator and leverman.....	60.00
Mull, agent and operator.....	66.00
Ridgetown, day operator.....	61.00
Night operator.....	57.50
Highgate, agent and operator.....	71.00
Muirkirk, agent and operator.....	63.50
Rodney, agent and operator.....	76.00
West Lorne, agent and operator.....	70.00
Night operator.....	57.50
Dutton, agent and operator.....	70.00
Iona, agent and operator.....	61.00
Shedden, agent and operator.....	65.00
St. Thomas, wire chief.....	125.00
Chief operator.....	115.00
Day operators.....	90.00
Night operators.....	85.00
Kingsmill, agent and operator.....	66.00
Aylmer, agent and operator.....	72.50
Springfield, agent and operator.....	61.00
Night operator.....	57.50
Brownsville, agent and operator.....	65.00
Tilsonburg, agent and operator.....	63.50
Night operator.....	57.50
La Sallette, agent and operator.....	70.00
Day operator and leverman.....	60.00
Night operator and leverman.....	60.00
Windham, agent and operator.....	65.00
Waterford, day operator.....	71.00
Night operator.....	67.50
Villa Nova, agent and operator.....	66.00
Hagersville, day opr. and leverman..	62.50
Night operator and leverman.....	60.00
Edward, day operator.....	61.00
Night operator.....	57.50
Canfield, agt. and opr. and leverman..	62.50
Night operator and leverman.....	60.00
Attercliff, agent and operator.....	65.00
Perry, agent and operator.....	61.00
Night operator.....	57.50
Welland, day operator and clerk.....	77.50
Day operator.....	75.00
Night operator.....	70.00
Stevensville, agent and operator.....	66.00
Bridgeburg, day operator.....	62.50
Night operator.....	62.50
Chippewa, agent and operator.....	67.50
Montrose, day operator phone.....	65.00
Victoria Park, agent and operator....	80.00
Niagara Falls, day operator....	76.00
Melbourne, agent and operator.....	57.50
Alvinston, agent and operator.....	70.00
Inwood, agent and operator.....	67.00

Station and Position.	Rate Per Month.
Oil City, agent and operator.....	\$ 64.50
Oil Springs, agent and operator.....	64.50
Petrolia, agent and operator.....	87.00
Brigden, agent and operator.....	67.00
Courtright, agent and operator.....	87.00
Nia-on-the-Lake, agent and operator	67.00
St. Davids, agent and operator.....	67.00

EAST DIVISION.

Station and Position.	Rate Per Month.
Detroit, wire chief	\$130.00
Asst. chief operator and wire chief	125.00
First operator.....	100.00
Day operators.....	96.00
Night operators.....	96.00
Night chief opr. and wire chief..	115.00
Town Line, day opr. and switch tender	73.50
First night opr. and switch tender	71.00
Second night opr. and switch tdr.	71.00
Dearborn, agent and operator.....	75.00
Wayne Jct., day opr. and towerman..	78.50
First night operator and towerman	76.00
Second night opr. and towerman..	76.00
Wiards, day operator.....	69.00
First night operator.....	66.50
Second night operator.....	66.50
Ypsilanti, day operator and clerk....	81.00
Ann Arbor, day operator and clerk....	81.00
First night operator and clerk.....	76.00
Second night operator and clerk....	76.00
Dexter, day operator and clerk.....	68.50
First night operator.....	66.00
Second night operator.....	66.00
Chelsea, day operator and clerk.....	68.50
First night operator.....	66.00
Second night operator.....	66.00
Francisco, agent and operator.....	68.50
Grass Lake, day operator.....	65.00
First night operator.....	65.00

BAY CITY DIVISION.

Station and Position.	Rate Per Month.
Water St. Jct., day operator.....	\$ 62.50
First night operator.....	60.00
Second night operator.....	60.00
Munger, agent and operator.....	71.00
Reese, day operator and clerk.....	68.50
Denmark Jct., day operator.....	61.50
First night operator.....	59.00
Second night operator.....	59.00
Vassar, day operator and clerk.....	78.50
First night operator.....	68.50
Second night operator.....	68.50
Watrousville, agent and operator....	60.00
Caro, day operator and clerk.....	71.00
Millington, day operator and clerk....	71.00
Otter Lake, agent and operator.....	65.00
First night operator.....	60.00
Second night operator.....	60.00
Columbiaville, agent and operator....	67.50
Lapeer, day operator and clerk.....	72.50
First night operator.....	65.00
Second night operator.....	61.00
Hunters Creek, agent and operator...	67.50
Metamora, agent and operator.....	68.50
First night operator.....	61.00
Second night operator.....	58.50
Thomas, agent and operator.....	67.50

Station and Position.	Rate Per Month.
Oxford Frt. H'se, day opr. and clerk..	\$ 73.50
First night operator and clerk....	71.00
Second night operator and clerk...	71.00
Orion, agent and operator.....	72.50
Rochester, day operator and clerk....	71.00
First night operator.....	66.00
Second night operator.....	62.00
Utica, agent and operator.....	68.50
First night operator.....	65.00
Second night operator.....	61.00
Warren, agent and operator.....	70.00
First night operator.....	60.00
North Yards, day operator.....	78.50
First night operator.....	76.00
Second night operator.....	76.00

TOLEDO DIVISION.

Station and Position.	Rate per Month.
Pleasant Ave., day opr. and towerman.	\$ 78.50
First night operator and towerman	76.00
Second night opr. and towerman..	76.00
Ecorse, agent and operator.....	67.50
Wyandotte, day operator and clerk...	78.50
First night operator.....	73.50
Second night operator.....	70.00
Sibley, agent and operator.....	75.00
Rockwood, agent and operator.....	65.00
First night operator.....	60.00
Second night operator.....	60.00
Newport, agent and operator.....	65.00
First night operator.....	60.00
Second night operator.....	60.00
Monroe, day operator and clerk.....	72.00
First night operator.....	67.00
Second night operator.....	64.50
LaSalle, agent and operator.....	65.00
First night operator.....	60.00
Second night operator.....	60.00
Alexis, day operator and towerman...	78.50
First night operator and towerman	76.00
Second night opr. and towerman..	76.00
Tower K, day operator and towerman	78.50
First night operator and towerman	76.00
Second night opr. and towerman..	76.00
No. Toledo Yds., day opr. and clerk..	82.50
First night operator.....	75.00
Second night operator.....	75.00

MIDDLE DIVISION.

Station and Position.	Rate per Month.
East Yard, day opr. and switchtender.	\$ 71.00
First night opr. and switchtender..	68.50
Second night opr. and switchtdr..	68.50
Jackson, wire chief.....	125.00
Chief operator.....	115.00
Other day operators.....	91.00
First night opr. and asst. wire chf.	96.00
One second N. Opr. and A. W. Chf.	96.00
Parma, agent and operator.....	75.00
First night operator.....	67.50
Second night operator.....	67.50
Albion, day operator and towerman...	78.50
First night operator and towerman	76.00
Second night opr. and towerman..	76.00
Marshall, day operator and clerk....	83.50
First night operator.....	73.50
Second night operator.....	71.00
Battle Creek, day operator.....	81.00
First night operator.....	77.00
Second night operator.....	77.00

Station and Position.	Rate per Month.
Augusta, agent and operator.....	\$ 72.50
First night operator.....	67.50
Second night operator.....	67.50
Botsford, day operator.....	70.00
First night operator.....	67.50
Second night operator.....	67.50
Kalamazoo, day operator.....	85.00
First night operator.....	80.00
Second night operator.....	77.50
Miller, night operator.....	65.00
Mattawan, agent and operator.....	68.50
Lawton, day operator.....	73.50
First night operator.....	73.50
Second night operator.....	71.00
Glenwood, night operator.....	65.00
Dowagiac, day operator and clerk....	81.00
First night operator.....	73.50
Second night operator.....	71.00
Niles, first day operator.....	88.50
First night operator.....	81.00
Second night operator.....	81.00

AIR LINE DIVISION.

Station and Position.	Rate per Month.
N. Y. C., day operator and towerman..	\$ 78.50
First night operator and towerman..	76.00
Second night opr. and towerman..	76.00
Haires, day operator and towerman..	78.50
First night operator and towerman..	76.00
Second night opr. and towerman..	76.00
Concord, agent and operator.....	68.50
First night operator.....	65.00
Second night operator.....	61.00
Homer, day operator and towerman..	78.50
First night operator and towerman..	73.50
Second night opr. and towerman..	73.50
Tekonsha, agent and operator.....	71.00
First night operator.....	67.50
Union City, day operator.....	75.00
First night operator.....	67.50
Second night operator.....	67.50
Sherwood, agent and operator.....	66.00
First night operator.....	65.00
Second night operator.....	61.00
Colon, agent and operator.....	68.50
First night operator.....	65.00
Centreville, agent and operator.....	73.50
First night operator.....	65.00
Second night operator.....	61.00
Three Rivers, day operator and clerk.	76.00
First night operator.....	68.50
Second night operator.....	68.50
Fabius, agt. and opr. and switchtender	68.50
First night opr. and switchtender.	65.00
Second night opr. and switchtdr.	61.00
Vandalia, agent and operator.....	68.50
First night operator.....	65.00
Second night operator.....	61.00
Cassopolis, day operator and leverman	78.50
First night operator and leverman	76.00
Second night opr. and leverman...	76.00
Dailey, agent and operator.....	67.50
Barron Lake, first night operator.....	63.50
Second night operator.....	63.50
Hill, day operator and switchtender..	68.50
First night opr. and switchtender..	66.00
Second night opr. and switchtender	66.00
South Bend, day operator and clerk...	73.50

GRAND RAPIDS DIVISION.

Station and Position.	Rate per Month.
Jackson, Pearl St. Tower, D. O. & T..	\$ 78.50
First night operator and towerman	76.00
Second night opr. and towerman..	76.00
Block Sta. A., day operator.....	64.50
First night operator.....	62.00
Second night operator.....	62.00
Van Horn, day operator.....	67.50
First night operator.....	65.00
Second night operator.....	61.00
Onondaga, agent and operator.....	72.50
Eaton Rapids, day operator.....	73.50
First night operator.....	66.00
Second night operator.....	66.00
Charlotte, day operator and clerk....	75.00
First night operator.....	67.50
Second night operator.....	67.50
Vermontville, agent and operator.....	68.50
Nashville, agent and operator.....	80.00
First night operator.....	67.50
Second night operator.....	67.50
Morgan, agent and operator.....	66.00
Hastings Ft. House, day opr. and clerk	75.00
First night operator and clerk....	67.50
Second night operator and clerk..	66.00
Irving, agent and operator.....	70.00
Middleville, agent and operator.....	75.00
First night operator.....	65.00
Second night operator.....	65.00
Caledonia, agent and operator.....	68.50
Dutton, agent and operator.....	70.00
First night operator.....	63.50
Second night operator.....	63.50
Grand Rapids, day operator and clerk.	83.50
First night operator and clerk....	76.00

BATTLE CREEK DIVISION.

Station and Position.	Rate per Month.
Findley, agent and operator.....	\$ 68.50
Fairfax, agent and operator.....	63.50
Leonidas, agent and operator.....	63.50
Athens, agent and operator.....	65.00
East Leroy, agent and operator.....	66.00

SOUTH HAVEN DIVISION.

Station and Position.	Rate per Month.
South Haven, day operator and clerk..	\$ 75.00
Lacota, agent and operator.....	66.00
Bloomingtondale, agent and operator....	63.50
Gobles, agent and operator.....	63.50
Kendalls, agent and operator.....	66.00
Alamo, agent and operator.....	66.00

ALLEGAN DIVISION.

Station and Position.	Rate per Month.
Eckford, agent and operator.....	\$ 63.50
Homer A, agent and operator.....	63.50
Wheelerton, agent and operator.....	63.50

WEST DIVISION.

Station and Position.	Rate per Month.
Buchanan, operator and clerk.....	\$ 71.00
Galen, day operator.....	71.00
First night operator.....	66.00
Second night operator.....	66.00
Three Oaks, day operator and clerk...	71.00

Station and Position.	Rate per Month.
New Buffalo, day operator.....	\$ 71.00
First night operator.....	66.00
Second night operator.....	66.00
M. C. Yard, night opr. and switchdr.	71.00
Michigan City, day operator.....	86.00
First night operator.....	81.00
Second night operator.....	81.00
Furnessville, agent and operator.....	66.00
Crisman, agent and operator.....	73.50
Willow Creek, agent and operator.....	86.00
East Gary, day operator.....	73.50
First night operator.....	68.50
Second night operator.....	68.50
Tolleston, day operator and towerman	76.00
First night operator and towerman	75.50
Second night opr. and towerman....	75.50
Kensington (KD), day operator.....	68.50
First night operator.....	68.50
Second night operator.....	68.50
(SI), day operator.....	88.50
U. S. Yards, operator and clerk.....	96.00
Chicago (CG), first day operator.....	103.50
Second day operator.....	93.50
First night operator.....	93.50
Second night operator.....	93.50

JOLIET DIVISION.

Station and Position.	Rate per Month.
Ross, agent and operator.....	\$ 66.00
Hartsdale, day operator.....	71.00
First night operator.....	66.00
Second night operator.....	66.00
Dyer, agent and operator.....	68.50
Chicago Heights, day opr. and clerk..	78.50
Frankfort, agent and operator.....	73.50
Joliet, day operator and clerk.....	81.00
First night operator and clerk....	78.50
Second night operator.....	71.00

ST. JOSEPH DIVISION.

Station and Position.	Rate per Month.
Glendora, agent and operator.....	\$ 68.50
Baroda, agent and operator.....	68.50
St. Joseph, first operator.....	76.00
Second operator.....	74.00

SAGINAW DIVISION.

Station and Position.	Rate per Month.
Rives Jct., agent and operator.....	\$ 70.00
First night operator.....	65.00
Second night operator.....	65.00
Leslie, agent and operator.....	71.00
Eden, agent and operator.....	68.50
Mason, day operator and clerk.....	71.00
First night operator.....	63.50
Second night operator.....	62.50
Holt, agent and operator.....	66.00
Lansing, day operator and clerk.....	82.50
First night operator and clerk....	77.50
Second night operator and clerk..	77.50
No. Lansing, day operator and clerk..	80.00
First night operator.....	63.50
Second night operator.....	62.50
Chandler, operator.....	61.00
Bath, agent and operator.....	66.00
Laingsburg, agent and operator.....	67.50
First night operator.....	63.50
Second night operator.....	62.50

Station and Position.	Rate Per Month.
Bennington, agent and operator.....	\$ 66.00
Owosso Jct., day operator and clerk..	82.50
First night opr. and clk. inc. tgt.	75.00
Second night opr. and clk. inc. tgt.	75.00
Henderson, agent and operator.....	66.00
Oakley, agent and operator.....	66.00
Chesaning, operator and clerk.....	71.00
First night operator.....	61.00
St. Charles, day operator and clerk..	71.00
First night operator.....	63.50
Swan Creek, agent and operator.....	67.50
Paines, agent and operator.....	68.50
Sag. Gen. Ave., day operator and clerk	80.00
First night operator and clerk....	75.00
Second night operator and clerk....	75.00
Zilwaukee, agent and operator.....	66.00
First night operator.....	60.00
Double Tr. Sw., day operator.....	62.50
First night operator.....	60.00
Second night operator.....	60.00

MACKINAW DIVISION.

Station and Position.	Rate Per Month.
Bay City, chief operator.....	\$125.00
(ES), day operators.....	92.50
(ES), night operators.....	86.00
(ES), Woodside, 3 oprs. and lev....	65.00
(WS), day operator and clerk.....	82.50
(WS), first night operator.....	76.00
(WS), second night operator.....	75.00
Wenona Yard, day operator.....	75.00
First night operator.....	72.50
Second night operator.....	72.50
Kawkalin, agent and operator.....	65.00
Linwood, agent and operator.....	70.00
First night operator.....	63.50
Second night operator.....	62.50
Pinconning, day operator and clerk..	75.00
First night operator and clerk....	67.50
Second night operator and clerk....	67.50
Standish, day operator and clerk....	67.50
First night operator and clerk....	63.50
Second night operator.....	62.50
Sterling, agent and operator.....	71.00
Alger, agent and operator.....	68.50
First night operator.....	63.50
Loranger, operator and clerk.....	60.00
West Branch, day operator and clerk.	77.50
First night operator and clerk....	70.00
Second night operator and clerk....	67.50
Beaver Lake, first night operator....	61.00
Second night operator.....	61.00
St. Helen, agent and operator.....	66.00
Roscommon, day operator.....	73.50
First night operator.....	66.00
Second night operator.....	66.00
Grayling, day operator.....	82.50
First night operator.....	77.50
Second night operator.....	77.50
Horrigan, operator and clerk.....	60.00
Frederick, day operator.....	66.00
Waters, agent and operator.....	66.00
First night operator.....	63.50
Second night operator.....	61.00
Gaylord, day operator and clerk....	75.00
First night operator and clerk....	67.50
Second night operator and clerk....	65.00
Vanderbilt, day operator and clerk..	70.00
Wolverine, day operator and clerk..	75.00
First night operator.....	67.50
Second night operator.....	65.00
Indian River, agent and operator....	70.00

Station and Position.	Rate per Month.
Topinabee, agent and operator.....	\$ 70.00
First night operator.....	63.50
Mullet Lake, operator and clerk.....	60.00
Cheboygan, day operator and clerk....	75.00
First night operator and clerk....	67.50
Second night operator and clerk....	67.50
Freedom, operator and clerk.....	62.50
Mackinaw City, day operator and clerk	82.50
First night operator and clerk.....	73.50
Second night operator and clerk....	73.50

The scale of wages shown above is the flat rate paid the position and does not include the extra compensation provided for in the agreement, for overtime, emergency calls, special services designated, etc., except where specially provided.

AGENTS NOT OPERATORS WEST OF DETROIT RIVER.

Station.	Rate per Month.
Wayne	\$ 77.50
Denton	60.00
Ypsilanti	100.00
Ann Arbor.....	115.00
Dexter	75.00
Chelsea	75.00
Grass Lake.....	75.00
Albion	105.00
Marengo	55.00
Marshall	97.50
Ceresco	55.00
Galesburg	65.00
Comstock	55.00
Lawton	95.00
Decatur	76.00
Glenwood	51.00
Dowagiac	95.00
Pokagon	55.00
Niles	120.00
Buchanan	80.00
Galien	70.00
Three Oaks.....	75.00
New Buffalo.....	72.50
Porter	70.00
East Gary.....	70.00
Gary	110.00
Tolleston	($\frac{1}{2}$) 37.50
Hartsdale	85.00
Matteson	102.00
Benton Harbor	95.00
St. Joseph.....	105.00
Eaton Rapids.....	85.50
Charlotte	90.00
Chester	55.50
Hastings	90.00
Homer	75.00
Snyder	51.00
Clarendon	41.00
Burlington	56.00
Union City.....	87.50
Wasepi	($\frac{1}{2}$) 41.50
Three Rivers.....	95.00
Corey	46.00
Jones	55.00
Cassopolis	75.00
Williams	56.00
Mentha	56.00
Berlamont	36.00
South Haven.....	95.00
River Rouge.....	72.50
Wyandotte	130.00

Station.	Rate per Month.
Grosse Isle (Pumps).....	\$ 57.50
Grosse Isle (Pumps).....	10.00
Monroe	85.00
West Toledo.....	82.50
North Detroit.....	60.00
Rochester	80.00
Rochester Jct., agent leverman.....	70.00
Oxford	90.00
Lapeer	90.00
Millington	70.00
Vassar	90.00
Reese	($\frac{1}{2}$) 36.25
Caro	90.00
Colling	60.00
Wahjamega	60.00
Bach	60.00
Richville	60.00
Mason	82.50
Owosso	110.00
Chesaning	82.50
St. Charles.....	82.50
Pinconning.....	87.50
Standish	82.50
West Branch.....	87.50
Roscommon	72.50
Grayling	105.00
Frederic	70.00
Gaylord	85.00
Vanderbilt	77.50
Wolverine	82.50
Cheboygan	110.00
Mackinaw City.....	115.00
Gladwin	72.50
Auburn	60.00
Midland	80.00
Lewiston	65.00
Johannesburg	70.00
Relieving agents.....	100.00

AGENTS NOT OPERATORS IN CANADA.

Station.	Rate per Month.
Windsor	\$110.00
Essex	85.00
Fargo	80.00
Ridgetown	67.50
Tilsonburg	85.00
Waterford	85.00
Hagersville	82.50
Welland	120.00
Bridgeburg	65.00
Niagara Falls.....	95.00
St. Clair Springs.....	77.50
Relieving agents.....	100.00

LEVERMEN WEST OF DETROIT RIVER.

Station and No. of Men.	Rate per Month.
Detroit—West Detroit, two men.....	\$ 60.00
West Detroit, three men.....	70.00
Fort St., two men.....	65.00
Bay City Jct., three men.....	70.00
Beaubien St., three men.....	65.00
Milwaukee Jct., three men.....	65.00
Belt Line Jct., three men.....	65.00
Gratiot Ave., two men.....	55.00
Mack Ave., two men.....	57.50
Kercheval Ave., two men.....	55.00
15th St., four men.....	70.00
20th St., four men.....	70.00
River Rouge Draw Bridge, three men	65.00

Station and No. of Men.	Rate per Month.
Ypsilanti, two men.....	\$ 57.50
Jackson—Francis St., one man.....	47.50
Battle Creek—Nichols, two men.....	62.50
W. Main St., two men.....	55.00
Kalamazoo—Tower 1, three men.....	65.00
Tower 2, three men.....	70.00
East Ave., three men.....	62.50
Michigan City Draw, three men.....	70.00
Willow Creek, three men.....	62.50
Hammond, three men.....	67.50
Rochester Jct., one man.....	50.00
Oxford, one man.....	57.50
One man.....	50.00
Otter Lake, one man.....	50.00
Vassar, one man.....	47.50
Caro, one man.....	50.00
Three Rivers, two men.....	57.50
Lansing, two men.....	62.50
No. Lansing, two men.....	62.50
So. Bay City, one man.....	57.50
Saginaw—M. & H., two men.....	57.50

LEVERMEN CANADA TOWERS.

Station and No. of Men.	Rate per Month.
Windsor—Tower 1, two men.....	\$ 64.50
Tower 2, two men.....	64.50
Tower 3, two men.....	64.50
Tower 4, two men.....	64.50
Essex, two men.....	50.00
St. Thomas, three men.....	62.50
Air Line Xing, two men.....	52.50
Appin Xing, two men.....	52.50
Yarmouth, two men.....	57.50
E. & O. Crossing, two men.....	55.00
Welland Draw, two men.....	67.50
One man.....	65.00
Niagara Jct., two men.....	57.50
During navigation three levermen. During closed navigation two levermen.	
Welland (GT) Xing, two men.....	70.00

Mobile & Ohio Railroad Company

Southern Railway Company in Mississippi

(EFFECTIVE SEPTEMBER 1, 1917.)

ARTICLE I.

Defining Employees Included.

(A) All employees performing the duties of telegraphers, of any character, time or duration, except train dispatchers, whether termed telegraphers, agent telegraphers or otherwise, and also such other employees as are specified in the wage scale will be considered telegraphers within the meaning of this agreement.

(B) In the event telephoners are substituted for telegraphers as specified in this agreement, the same rules and compensation will apply to them.

(C) Station agents' positions specified in the wage scale will not be affected by the employment of additional telegraphers, nor the elimination of telegraph or telephone service, except as may be mutually agreed upon between the telegraphers' committee and the officers of the company.

(D) No employees, other than those covered by this agreement and train dispatchers, shall be required or permitted to do telegraphing or telephoning in connection with the movement of trains, except in bona fide emergency cases.

ARTICLE II.

New Offices.

(A) When new positions are created, these rules and regulations will apply to them, and compensation will be fixed to conform with positions of similar class, as provided for in the wage scale.

ARTICLE III.

Promotions.

(A) The rights of promotion for telegraphers will extend only over their super-

intendent's division. To obtain promotion, faithful, intelligent and courteous discharge of duty, and capacity for greater responsibility will govern. This to especially apply to stations of importance. The superintendent to be the judge. Ability being sufficient, men longest in continuous service will have preference. In the event a telegrapher feels that a preference has been shown another telegrapher, he shall have the right to appeal the case to the proper officials of the company.

(B) Telegraphers promoted to official positions will not lose their seniority rights, but while serving in such official positions, they will not be considered as telegraphers; their seniority, however, will continue to accumulate.

(C) In case telegraphers who have been promoted to positions not covered by the schedule, desire for any reason to return to a schedule position, they may exercise their rights only by bidding on vacancies.

ARTICLE IV.

Reduction of Force.

(A) In case of reduction in the number of telegraphers employed, temporarily, or otherwise, the senior telegraphers upon their respective divisions will have the right to displace any telegrapher junior to them, and will be required to select some position within thirty (30) days, or go on the extra list.

(B) Telegraphers who are laid off on account of reduction of force will be given employment on other divisions in preference to telegraphers not in the service.

(C) When positions which have been closed not exceeding six months are reopened, they will be offered employees who

held them when closed, provided such employees are still in the service. If declined by them, the positions will then be bulletined.

ARTICLE V.

Bulletining Vacancies.

(A) All vacancies will be bulletined within five (5) days to all employees and no position filled permanently within less than ten (10) days after issuance of bulletin, but will be filled within thirty (30) days.

(B) Telegraphers must file application within ten (10) days of the date of bulletin. The proper official shall acknowledge receipt of all applications by letter notice, specifying the successful applicant, and advise the local chairman.

(C) When transferred and after a fair trial, telegraphers are found incapable, they will be assigned to the extra list retaining their seniority.

(D) In filling temporary vacancies known to be of thirty (30) days or more duration, the oldest competent extra telegrapher will be given preference.

ARTICLE VI.

Seniority.

(A) Except as provided for in Article IV, seniority will be effective only when vacancies occur, or new positions are created, and will be effective from the date last entering the service on the respective divisions.

(B) A telegrapher shall not be eligible to return to a position vacated by him, until same shall have been advertised a second time, unless there are no other applicants.

(C) Telegraphers declining promotion do not forfeit seniority rights to it, or any other position, when a vacancy occurs.

(D) Telegraphers leaving the service of their own accord forfeit all seniority rights, and will be re-employed only as new men.

(E) Trading positions will not be permitted.

ARTICLE VII.

Seniority Lists.

(A) Seniority lists will be prepared and furnished by the superintendents of their respective divisions annually, a copy of which will be furnished upon application to all employees affected on said division.

ARTICLE VIII.

Discipline.

(A) Telegraphers will not be disciplined or discharged, except for a just cause, and will be given a fair and impartial hearing within five (5) days, if requested, and they will be entitled to a representative of the telegraphers in the employ of the company, and will be notified of the result of the investigation, within five (5) days after date of investigation.

(B) When a telegrapher has been disciplined, or discharged, and upon investigation it has been found that he was not to blame, he will receive full pay for time lost on said account, and be reinstated with all seniority rights.

(C) In the event a grievance cannot be satisfactorily adjusted with the superin-

tendent, the right of appeal to higher officers in their regular order, is conceded.

ARTICLE IX.

Hours of Service.

(A) At offices where only one telegrapher is employed, ten (10) consecutive hours, including meal hour, shall constitute a day's work.

(B) Eleven (11) consecutive hours, including meal hour, shall constitute a day's work for exclusive station agents.

(C) Twelve (12) consecutive hours, including meal hour, shall constitute a day's work for exclusive levermen where not more than two are employed.

(D) Eight (8) consecutive hours shall constitute a day's work where two or more telegraphers are employed.

(E) At stations where only one telegrapher is employed, the hours of service will begin between 6:30 a. m. and 8:00 a. m.

ARTICLE X.

Overtime.

(A) Except as provided for in paragraphs (c) and (d) of this article, the regular overtime rates will be forty cents (40c) per hour. When the regular rate is higher, the pro rata rate will apply.

(B) When telegraphers covered by this agreement are required to remain on duty in the performance of any service required by the company in excess of the regular hours constituting a day's work, they will be paid overtime at the regular overtime rates.

(C) When telegraphers covered by this agreement are called, or instructed to come on duty before or after the regular established hours, they will be allowed sixty cents (60c) for the first hour, or fraction thereof, and regular overtime after the first hour.

(D) When telegraphers covered by this agreement are required to attend trains before or after their regular established hours of duty, they will be allowed sixty cents (60c) for the first hour, or any part thereof, and overtime at the regular overtime rate for each succeeding hour held on duty thereafter.

(E) Doubling will be paid for at the regular overtime rates except when the regular rate is higher, the pro rata rate will apply. In computing overtime, less than thirty (30) minutes will not be counted; thirty (30) minutes, or less than sixty (60) minutes will be counted one hour. Telegraphers will be furnished with proper blanks for reporting overtime. Overtime must be reported to chief dispatcher within forty-eight (48) hours from the time service is performed, and should any discrepancy appear, or time not be allowed, claimant will be promptly notified, stating reasons.

ARTICLE XI.

Sunday Duty.

(A) Telegraphers will not be required to work Sundays or holidays, except when absolutely necessary to protect the company's interest. This article will be as liberally interpreted by the company as possible.

(B) Telegraphers will not be required to

transmit telegraphic car reports (form No. 70), on Sundays.

(C) Five (5) hours will constitute a day's work on Sundays, New Year, Christmas, Labor Day, Fourth of July, or other holidays on which holiday hours are observed, for telegraphers in general offices at St. Louis and Mobile, and freight depot at Cairo, or for similar offices that may be created, at which train orders are not handled.

(D) Time worked in excess of five (5) hours will be paid for at regular overtime rates based on five (5) hour day.

ARTICLE XII.

Attending Switch Lamps and Cleaning Batteries.

(A) At stations, offices, or places where a section foreman, or a member of his force resides, telegraphers will not be required to attend switch lamps.

(B) At stations, offices, or places where a section foreman, or a member of his force does not reside, telegraphers will be paid one dollar and twenty-five cents (\$1.25), each for the first two lamps, and seventy-five cents (75c) for each additional lamp, per month. Where there are more than six lamps, special arrangements will be made.

(C) Telegraphers will, in all cases, look after train-order lamp.

(D) Telegraphers will not be required to clean batteries where there are more than ten (10) cells.

(E) Telegraphers will not be required to scrub or clean stations or outbuildings, nor will they be required to keep the station platform free from ice or snow.

ARTICLE XIII.

Attending Court.

(A) Telegraphers required to attend court, or investigations by the company, away from their place of residence, will be paid their regular wages and furnished transportation to and from their place of residence, and will be allowed four dollars (\$4.00) per day for expenses, the company being entitled to their mileage and witness fee.

ARTICLE XIV.

Emergency Offices.

(A) Telegraphers performing duty at wrecks, washouts, or other emergency offices, will be paid at the rate of four dollars and fifty cents (\$4.50) per day of ten (10) hours; time to be allowed from the time they are called until they return to their home station.

ARTICLE XV.

Transfers.

(A) When telegraphers are transferred, they will be given transportation for themselves, families and household goods, and suffer no loss of pay.

ARTICLE XVI.

Service Letters and Cards.

(A) Telegraphers who have been in the service sixty (60) days or more, will, in leaving the service, be furnished upon request a letter from the proper officials stating time of service, capacity in which employed, and cause for leaving service.

(B) Telegraphers, upon application, will have returned to them all service cards and letters of recommendation which may have been taken up for inspection.

ARTICLE XVII.

Bonds.

(A) Where bonds are required of telegraphers, the company will pay the premium thereon.

ARTICLE XVIII.

Leave of Absence.

(A) Telegraphers desiring to be checked in after expiration of leave of absence, will give the superintendent at least five (5) days' notice, and if not then checked in and delayed thereafter, will receive pay for such additional time as they are held out of service. Leave of absence will not be granted for any period exceeding sixty (60) days, except in case of sickness or accident to employes or their families, or to employes serving on telegraphers' committees.

ARTICLE XIX.

Temporary Transfers.

(A) When telegraphers covered by this agreement are temporarily transferred to a position paying a lower rate than their regular assignment, they will be paid at the rate of their regular wages. When transferred temporarily to a position paying a higher rate, they will be paid at the rate applying to such position.

(B) When taken from their regular position to work extra, they will be allowed one dollar (\$1.00) per day for expenses in addition to their regular pay.

ARTICLE XX.

Students.

(A) No telegrapher will be allowed to keep students in any office of the company without written permission from the chief dispatcher, and in no case will there be allowed more than one student in any office; and should reasonable objection be made, students shall be removed.

ARTICLE XXI.

Vacation.

(A) Telegraphers who have been in continuous service of the company for a period of two or more years, who are required to perform any Sunday, or legal holiday service, and who have a regular assignment, will be granted fifteen (15) days' vacation each year without loss of pay.

(B) Telegraphers entitled to vacation as above and who have been put back on extra list through no fault of their own, will receive their vacations.

ARTICLE XXII.

Western Union Telegraphing.

(A) At stations and places where the agent is employed separate from the telegraph department, and such agent doing no telegraph work, the first trick operator will be designated as Western Union manager, and will attend to all the duties connected therewith, and will receive all compensation allowed by the Western Union therefor.

ARTICLE XXIII.

Typewriters.

(A) Where telegraphers are required to use typewriters, the company shall provide and maintain same at its expense.

ARTICLE XXIV.

Company Furnish Agreements.

(A) The company will furnish each telegrapher in the service with a copy of this agreement, and all amendments, rulings and supplements thereto.

ARTICLE XXV.

Relief Agents.

(A) The salary of relief agents shall not be less than one hundred dollars (\$100.00) per month. When relieving at stations where the regular rate is higher, the higher rate will be paid. When the position is created on a division, it shall be bulletined and filled in accordance with Article V.

ARTICLE XXVI.

Outside Switches.

(A) Telegraphers required to go outside of offices to handle switches will be paid four dollars (\$4.00) per month for one or two switches, and two dollars (\$2.00) per month for each additional switch for this service.

ARTICLE XXVII.

Termination.

(A) No change will be made by either party, in these rules, regulations, or schedules of wages, without thirty (30) days' written notice.

(B) It is distinctly understood that when this agreement goes into effect, if any wrong or injury has been done to any one or more persons, the management is, at all times, ready to take up and consider in a spirit of fairness such grievances.

TELEGRAPHERS, M. & O. R. R. CO., AND
SOU. RY. CO., IN MISS.

L. T. MURDAUGH,
General Chairman.

C. E. HENDLEY,
Genl. Secty. and Treas.

J. M. ELLIOTT,
Committeeman.

D. G. PEOPLES,
Committeeman.

MOBILE & OHIO RAILROAD COMPANY,
SOUTHERN RAILWAY COMPANY
IN MISS.,

E. C. RENDELL,
General Superintendent.

Approved:

R. V. TAYLOR,
Vice-President and General Manager.

WAGE SCALE.

MOBILE DIVISION.

Mobile-Meridian District.

Main Line.

Station and Position.	Rate per Month.
Mobile, Ala. (GO), day trick.....	\$100.00
Day trick.....	98.00
Night trick.....	98.00
Mobile, Ala. Yard, first trick teleg....	100.00
Second trick telegrapher.....	97.00
Third trick telegrapher.....	97.00
Prichard, Ala., day telegrapher.....	77.00
Whistler, Ala., agent telegrapher.....	83.00
Oak Grove, Ala., agent telegrapher...	77.00
Gulf Crest, Ala., agent telegrapher...	77.00
Citronelle, Ala., agent telegrapher...	95.00
Second trick telegrapher.....	77.00
Third trick telegrapher.....	77.00
Deer Park, Ala., agent telegrapher...	77.00
Vinegar Bend, Ala., agent telegrapher	90.00
Escatawpa, Ala., agent telegrapher..	77.00
Fruitdale, Ala., agent telegrapher....	77.00
Yellow Pine, Ala., agent telegrapher..	77.00
State Line, Miss., agent telegrapher..	77.00
Buckatunna, Miss., agent telegrapher	80.00
Waynesboro, Miss., agent telegrapher	95.00
Second trick telegrapher.....	77.00
Third trick telegrapher.....	77.00
Hiwabee, Miss., agent telegrapher....	77.00
Shubuta, Miss., agent telegrapher.....	100.00
DeSoto, Miss., agent telegrapher.....	77.00
Quitman, Miss., agent.....	105.00
First trick telegrapher.....	77.00
Second trick telegrapher.....	77.00
Third trick telegrapher.....	77.00
Enterprise, Miss., agent telegrapher..	85.00
Meridian, Miss., first trick telegrapher	103.00
Second trick telegrapher.....	101.00
Third trick telegrapher.....	101.00
Marion, Miss., agent telegrapher.....	77.00
Lauderdale, Miss., agent telegrapher.	100.00
First trick telegrapher.....	77.00
Second trick telegrapher.....	77.00
Third trick telegrapher.....	77.00
Enondale, Miss., agent.....	40.00
Porterville, Miss., agent telegrapher..	85.00
Sucarnochee, Miss., agent telegrapher	80.00
Electric Mills, Miss., agent telegrapher	80.00
Scooba, Miss., agent telegrapher.....	105.00
First trick telegrapher.....	77.00
Second trick telegrapher.....	77.00
Third trick telegrapher.....	77.00
Wahalak, Miss., agent telegrapher....	77.00
Shuquak, Miss., agent telegrapher....	105.00
Macon, Miss., agent.....	120.00
First trick telegrapher.....	85.00
Second trick telegrapher.....	77.00
Third trick telegrapher.....	77.00
Brooksville, Miss., agent.....	115.00
Clerk and telegrapher.....	80.00
Crawford, Miss., agent telegrapher...	85.00
Artesia, Miss., agent.....	120.00
First trick telegrapher.....	103.00
Second trick telegrapher.....	95.00
Third trick telegrapher.....	95.00
Mayhew, Miss., agent telegrapher....	77.00
West Point, Miss., first trick teleg...	80.00
Second trick telegrapher.....	80.00
Third trick telegrapher.....	80.00
Muldon, Miss., agent telegrapher.....	85.00
Prairie, Miss., agent telegrapher.....	77.00

Station and Position.	Month. Rate per
Egypt, Miss., agent telegrapher.....	\$ 80.00
Second trick telegrapher.....	77.00
Third trick telegrapher.....	77.00
Okolona, Miss., first trick telegrapher.	103.00
Second trick telegrapher.....	95.00
Third trick telegrapher.....	95.00

Mobile & Bay Shore Branch.

Tacon, Ala., agent telegrapher.....	\$ 80.00
Theodore, Ala., agent telegrapher.....	80.00
Delchamps, Ala., agent telegrapher...	77.00
Coden, Ala., agent telegrapher.....	83.00
Bayou La Batre, Ala., agent teleg....	85.00

Starkville Branch.

Starkville, Miss., agent telegrapher...	\$110.00
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Aberdeen Branch.

Aberdeen, Miss., clerk and teleg.....	\$ 85.00
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Okolona Branch.

Van Vleet, Miss., agent telegrapher...\$	77.00
Houston, Miss., telegrapher and clerk	77.00
Vardaman, Miss., agent telegrapher...	85.00
Derma, Miss., agent telegrapher.....	85.00
Calhoun City, Miss., agent teleg.....	90.00

Montgomery District.**Main Line.**

Columbus, Miss., first trick teleg.....	\$ 80.00
Second trick telegrapher.....	80.00
Third trick telegrapher.....	80.00
Ethelville, Ala., agent telegrapher.....	81.00
McShan, Ala., agent telegrapher.....	77.00
Reform, Ala., agent.....	110.00
First trick telegrapher.....	77.00
Second trick telegrapher.....	77.00
Third trick telegrapher.....	77.00
Gordo, Ala., agent.....	100.00
Telegrapher and clerk.....	77.00
Elrod, Ala., agent telegrapher.....	77.00
Coker, Ala., agent telegrapher.....	77.00
Northport, Ala., agent telegrapher.....	103.00
Tuscaloosa, Ala., div. off. day teleg.	100.00
Duncanville, Ala., agent telegrapher..	77.00
Eoline, Ala., agent telegrapher.....	105.00
Second trick telegrapher.....	77.00
Third trick telegrapher.....	77.00
Brent, Ala., agent telegrapher.....	83.00
Centerville, Ala., agent telegrapher...	93.00
Lawley, Ala., agent telegrapher.....	77.00
Maplesville, Ala., agent telegrapher...	107.00
Fletcher, Ala., agent telegrapher.....	77.00
Billingsley, Ala., agent telegrapher...	77.00
Kingston, Ala., agent telegrapher.....	77.00
Booth, Ala., agent telegrapher.....	85.00
Prattville, Ala., agent telegrapher...	105.00
West End Yard, Ala., first trick teleg	87.00
Second trick telegrapher.....	87.00
Montgomery, Ala., frt. off. d. t. (joint)	40.00

Warrior Southern Branch.

Holt, Ala., agent telegrapher.....	\$100.00
Kellerman, Ala., agent telegrapher...	77.00

Blocton Branch.

Blocton, Ala., agent telegrapher.....	\$113.00
Red Feather, Ala., agent telegrapher..	85.00

ST. LOUIS DIVISION.**Jackson-Okolona District.****Main Line.**

Station and Position.	Rate Per Month.
Shannon, Miss., agent telegrapher....	\$ 92.00
Second trick telegrapher.....	77.00
Verona, Miss., agent telegrapher.....	92.00
Saltillo, Miss., agent telegrapher.....	85.00
Guntown, Miss., agent telegrapher...	94.00
Baldwyn, Miss., agent telegrapher....	102.00
Wheeler, Miss., agent telegrapher....	80.00
Second trick telegrapher.....	77.00
Third trick telegrapher.....	77.00
Booneville, Miss., agent.....	100.00
Day telegrapher.....	80.00
Rienzi, Miss., agent telegrapher.....	88.00
Second trick telegrapher.....	77.00
Corinth, Miss., first trick telegrapher.	92.00
Second trick telegrapher.....	90.00
Third trick telegrapher.....	90.00
Fourth trick telegrapher.....	90.00
Ruslor, Miss., first trick telegrapher...	80.00
Second trick telegrapher.....	80.00
Third trick telegrapher.....	80.00
Ramer, Tenn., agent telegrapher.....	77.00
Selmer, Tenn., agent telegrapher.....	95.00
Bethel Springs, Tenn., agent teleg....	95.00
Second trick telegrapher.....	77.00
Third trick telegrapher.....	77.00
McNairy, Tenn., agent.....	68.00
Finger, Tenn., agent telegrapher.....	77.00
Henderson, Tenn., agent.....	95.00
First trick telegrapher.....	77.00
Second trick telegrapher.....	77.00
Pinson, Tenn., agent telegrapher.....	77.00
Perry, Tenn., first trick telegrapher...	80.00
Second trick telegrapher.....	80.00
Third trick telegrapher.....	80.00
Clamore, Tenn., first trick telegrapher	92.00
Second trick telegrapher.....	77.00
Third trick telegrapher.....	87.00
Jackson, Tenn., first trick dis. off....	103.00
Second trick dis. off.....	101.00
Third trick dis. off.....	101.00
Humboldt, Tenn., agent.....	115.00
Fruitland, Tenn., agent telegrapher...	77.00
Trenton, Tenn., agent.....	100.00
First trick telegrapher.....	77.00
Second trick telegrapher.....	77.00
Dyer, Tenn., agent telegrapher.....	96.00
Rutherford, Tenn., agent telegrapher.	92.00
Kenton, Tenn., agent.....	96.00
Day telegrapher.....	80.00
Union City, Tenn., agent.....	115.00
First trick telegrapher.....	82.00
Second trick telegrapher.....	82.00
Third trick telegrapher.....	82.00
Jordan, Ky., agent telegrapher.....	77.00
Cayce, Ky., agent telegrapher.....	77.00
Moscow, Ky., agent telegrapher.....	77.00
Oakton, Ky., agent telegrapher.....	77.00
South Columbus, Ky., agent teleg....	82.00
Second trick telegrapher.....	77.00
Third trick telegrapher.....	77.00
Columbus, Ky., agent telegrapher....	80.00
Berkley, Ky., agent telegrapher.....	77.00
Laketon, Ky., agent telegrapher.....	77.00
Levee Jct., Ill., first trick telegrapher.	85.00
Second trick telegrapher.....	85.00
Third trick telegrapher.....	85.00
Cairo, Ill., day telegrapher.....	98.00
Night telegrapher.....	96.00

Station and Position.	Rate per Month.
Davis, Ill., first trick telegrapher.....	\$ 90.00
Second trick telegrapher.....	90.00
Third trick telegrapher.....	90.00
Beech Ridge, Ill., agent telegrapher...	84.00
Second trick telegrapher.....	77.00
Third trick telegrapher.....	77.00
Hodges Park, Ill., agent telegrapher...	77.00

Murphysboro District.**Main Line.**

Tamms Yard, Ill., first trick teleg.....	92.00
Second trick telegrapher.....	87.00
Third trick telegrapher.....	87.00
Elco, Ill., agent telegrapher.....	77.00
Mill Creek, Ill., agent telegrapher.....	77.00
Jonesboro, Ill., agent telegrapher.....	88.00
Second trick telegrapher.....	77.00
Third trick telegrapher.....	77.00
Mt. Glen, Ill., agent telegrapher.....	80.00
Second trick telegrapher.....	77.00
Third-trick telegrapher.....	77.00
Alto Pass, Ill., agent telegrapher.....	88.00
Second trick telegrapher.....	77.00
Third trick telegrapher.....	77.00
Pomona, Ill., agent telegrapher.....	80.00
Second trick telegrapher.....	77.00
Third trick telegrapher.....	77.00
Murphysboro, Ill., 1st trick disp. office	103.00
Second trick dispatcher's office...	101.00
Third trick dispatcher's office.....	101.00
Ava, Ill., agent telegrapher.....	84.00
Second trick telegrapher.....	77.00
Third trick telegrapher.....	77.00
Campbell Hill, Ill., agent telegrapher...	77.00
Willisville, Ill., agent telegrapher....	100.00
First trick telegrapher.....	77.00
Percy, Ill., agent telegrapher.....	100.00
Second trick telegrapher.....	77.00
Spart, Ill., agent telegrapher.....	105.00
Second trick telegrapher.....	77.00
Third trick telegrapher.....	77.00
Baldwin, Ill., agent telegrapher.....	78.00
Red Bud, Ill., agent telegrapher.....	100.00
Second trick telegrapher.....	77.00
Third trick telegrapher.....	77.00
Burksville, Ill., agent telegrapher....	77.00
Waterloo, Ill., agent telegrapher.....	88.00
Second trick telegrapher.....	77.00
Third trick telegrapher.....	77.00
Columbia, Ill., agent telegrapher....	85.00
Vulcan, Ill., telegrapher.....	77.00
Cahokia, Ill., day telegrapher.....	77.00
East St. Louis, Ill., first trick teleg..	98.00
Second trick telegrapher.....	95.00
Third trick telegrapher.....	95.00
St. Louis, Mo., day telegrapher.....	100.00

SOUTHERN RAILWAY COMPANY IN MISSISSIPPI.**MAIN LINE**

Station and Position.	Rate per Month.
Columbus, Miss., disp. off., day teleg..	\$ 92.00
West Point, Miss., agent.....	115.00
First trick telegrapher.....	80.00
Second trick telegrapher.....	79.00
Cedar Bluff, Miss., agent telegrapher..	65.00
Pheba, Miss., agent telegrapher.....	67.00
Maben, Miss., agent telegrapher.....	76.00
Mathiston, Miss., agent.....	92.00
Clerk telegrapher.....	80.00
Eupora, Miss., agent.....	82.00
Day telegrapher.....	73.00
Tomnolen, Miss., agent telegrapher..	47.00
Stewart, Miss., agent telegrapher....	64.00
Kilmichael, Miss., agent telegrapher..	69.00
Winona, Miss., agent.....	115.00
First trick telegrapher.....	80.00
Second trick telegrapher.....	79.00
Third trick telegrapher.....	79.00
Carrollton, Miss., agent.....	88.00
Day telegrapher.....	73.00
Greenwood, Miss., agent.....	125.00
Day telegrapher.....	84.00
Itta Bena, Miss., agent.....	82.00
First trick telegrapher.....	87.00
Second trick telegrapher.....	82.00
Moorhead, Miss., agent.....	85.00
Day telegrapher.....	78.00
Baird, Miss., agent telegrapher.....	65.00
Indianola, Miss., agent.....	100.00
Day telegrapher.....	78.00
Heathman, Miss., agent telegrapher...	60.00
Stoneville, Miss., agent telegrapher...	60.00
Greenville, Miss., first trick teleg...	84.00
Second trick telegrapher.....	83.00

Richey Branch.

Leland, Miss., agent telegrapher....	\$ 85.00
Arcola, Miss., agent.....	65.00
Hollandale, Miss., agent telegrapher..	75.00
Percy, Miss., agent.....	62.00
Catching, Miss., agent.....	62.00
Richey, Miss., agent telegrapher.....	70.00

Belzoni Branch.

Morgan City, Miss., agent telegrapher.	\$ 62.00
Swiftown, Miss., agent.....	40.00
Belzoni, Miss., agent telegrapher.....	80.00

Webb Branch.

Schlater, Miss., agent telegrapher....	\$ 60.00
Minter City, Miss., agent telegrapher.	60.00
Glendora, Miss., agent.....	65.00
Webb, Miss., agent telegrapher.....	70.00

New York Central Line East of Buffalo

(REVISED AUGUST 1, 1916.)

Telegraphers, whether termed agents, assistant agents or clerks; agents who are not required to telegraph, as shown in the wage schedule; directors, signalmen, levermen, and telephone operators concerned in the movement of trains, all of whom are hereinafter referred to as employees shall be governed by the following agreement:

ARTICLE I.**Discipline.**

Employees shall not be disciplined without proper investigation being made, but may be suspended pending such investigation, which shall be held within ten days. They may, if they so desire, choose some employee in their class of service in good stand-

ing to represent them and hear all evidence in the case. All persons interested shall be notified to be present. Indefinite suspension shall not be applied as discipline. The records of employees who have suffered suspension and been found blameless, shall remain as previous thereto, and they shall be paid for time lost. Employees shall be notified of cause and length of suspension. When employees are subject to discipline for cause, decision shall be given and made effective within thirty days. In case employees are dissatisfied with the result of an investigation, or consider that they have been discriminated against, they shall have the right to take up their cases, in the regular order, with the highest operating officials of the company. After one year from date of application of discipline no appeal shall be considered.

ARTICLE II. Promotion.

Employees are in line for promotion. Other things being equal, seniority and ability to fill the position bid or applied for, will determine the selection. The company, through the proper officials, will determine the fitness of employee to fill the position. In case the position is not awarded to the senior applicant, and before assignment is made, the senior applicant and the local chairman will be advised why the position cannot be awarded to him so that he may have an opportunity to present such explanation as he may wish to make, which must be done within five days of date of notice. This will also apply in case of displacement.

ARTICLE III. Advertising and Bidding.

When vacancies occur or new positions are created, except agencies paying more than \$95.00 per month exclusive of all commissions, they shall be advertised within ten days for a period of ten days, and shall be filled within thirty days after the vacancy occurs. Positions of relief agents shall be advertised. Notice shall state rate of pay and between what hours the service shall be performed.

A letter showing the list of bidders, dates they entered the service, and to whom the position has been awarded, shall be sent to each bidder and the local chairman within ten days after the position has been awarded.

When there is a vacancy in an agency, as shown in wage scale, paying more than \$95.00 per month exclusive of all commissions, and there is sufficient time to do so, notice will be given to employees; they may within forty-eight hours make application for such position and the application will be given consideration in filling the vacancy. Article III will not apply.

Positions or vacancies of six months or more duration shall be considered permanent and so advertised. Positions or vacancies of more than thirty days and less than six months' duration shall be considered temporary and so advertised. When employees who have bid in temporary positions or vacancies are displaced they shall return to positions formerly held. When the duration of a temporary position or vacancy exceeds six months the position shall be considered permanent and so advertised,

except when the vacancy is caused by sickness, disability, committee work or special duty for the company. In case of a temporary vacancy of less than thirty days at an office where two or more persons are employed, the assigned employees at such office shall be allowed to fill the vacancy, and the extra employee assigned to the office shall be placed in the position made vacant by the advancement of the other employees. This shall not apply to the detriment of the service.

ARTICLE IV. Overtime.

At stations or telegraph offices where the train service requires an employee to remain on duty over twelve hours, he shall receive extra compensation pro rata of his regular pay, but not less than thirty-five cents (\$5c) per hour; except in cases where agents, who are also express agents, are particularly required to remain on duty on account of express business. Overtime is to be computed on minute basis.

Employees who work twelve hours per day will be allowed one hour for meals at a reasonable time during their tour of duty. If meal hour is not allowed, they will be paid one hour overtime.

ARTICLE V. Called and Not Used.

Employees called for and reporting for service, and not used, shall be allowed the higher rate of pay involved, but not less than one day's pay at the rate of \$2.00 per day.

ARTICLE VI. Extra Service.

In case an employee is called by proper authority for extra service after his day's or night's work is done, he shall be allowed pay pro rata of his regular pay for the time so engaged, but in no case less than two hours at the rate of 30 cents per hour.

ARTICLE VII. Temporary Assignments.

Employees regularly assigned to positions, who are temporarily assigned to other positions which necessitate their going away from home, shall be paid the higher rate of pay involved at the minimum number of hours, also necessary expenses not exceeding one dollar per day. This does not apply where an employee changes positions in his home town, or in case an employee who travels to and from his regular position is not required to be away from home for any longer period of time. In the latter case, employees shall be paid the higher rate of pay involved, at the minimum number of hours.

ARTICLE VIII. Witnesses.

Employees shall be paid for actual time lost when serving as witnesses for the company. If not required to lose time they shall receive one day's pay at proper rate.

Employees called by proper authority to attend investigations (except as provided by Article I) which makes it necessary for them to go away from their home station,

if not held responsible for the matter under investigation, shall be paid for time lost; if no time is lost they will be paid for actual time consumed and, in either case, necessary expenses not exceeding one dollar per day.

ARTICLE IX. Vacations.

Employees working more than nine (9) consecutive hours per day, who have been in the service one year or more, will be allowed seven (7) days' vacation annually with pay. After three (3) years in the service, ten (10) days' vacation annually will be allowed with pay.

Employees who work nine (9) hours or less per day, after being in the service two (2) years or more, will be allowed seven (7) days' vacation annually with pay.

ARTICLE X. Commissions.

Employees relieved for vacation shall receive the commissions of their office while being relieved.

ARTICLE XI. Relief.

Relief men are to be scheduled and employees to be relieved by them shall be furnished with lists prior to January 1st, showing regular relief days. Choice of dates for vacations shall be given according to seniority.

ARTICLE XII. Leave of Absence.

An employee may have thirty days' lay-off on receipt of permission from proper official, without written leave of absence. If off over thirty days and under sixty days he shall have written leave of absence from the superintendent. After the expiration of sixty days all time thereafter shall be deducted from his seniority; the limit of leave of absence to be one year, after which, if an employee returns to the service he shall be employed as a new man, except in case of sickness, disability, or while engaged on committee work or special duty for the company. Copy of letter granting leave of absence shall be furnished the local chairman.

ARTICLE XIII. Seniority.

A seniority list of all employees shall be issued by the company and each local chairman shall be furnished with a copy. The list shall be revised annually prior to December 1st. Employees who accept office positions in the operating department or positions in train dispatchers' offices, shall retain their seniority. Employees who are dismissed from the service of the company shall forfeit their seniority unless reinstated within six months. Employees leaving the service of the company of their own accord shall forfeit their seniority. No question of seniority rights shall be entertained after an employee has been shown on the seniority list for a period of two years.

ARTICLE XIV. New Positions.

When new positions are created, compensation and hours shall be arranged in

conformity with positions of the same class covered by this schedule. When the duties of any position are materially increased, salaries shall be adjudged in conformity with positions of the same class.

ARTICLE XV.

Discontinuance of Positions and Displacement.

In the event of any position shown in the wage scale being abolished the employee displaced, other things being equal, shall have choice of positions to which his seniority entitles him. In case a position is re-opened within ten days the employee last holding the position may again claim it, providing he has not exercised displacement rights.

When, through no fault of the employee, the company finds it necessary to displace an employee holding a regular position, such position shall be advertised and if the employee so displaced is to be continued in the service he shall be allowed displacement rights. This not to apply when an employee bids in a position and it is found that he cannot perform the duties of the position. In the latter case the employee shall be assigned to the extra list.

Employees shall exercise their displacement rights within ten days of date of displacement except in case of sickness, disability or while on leave of absence. An employee shall be considered displaced:

First: When his position is abolished.

Second: When removed to make way for an older employee.

Third: When removed by the company through no fault of his own.

ARTICLE XVI.

Choice of Tricks.

When eight or nine-hour trick are established the employee in the signal stations or offices at the time shall be given choice of tricks according to seniority, the remaining positions to be advertised.

Except when a signal station is installed the switchtenders displaced will be allowed their seniority as switchtenders in bidding for positions as levermen in such signal station. The seniority of switchtenders in the signal service shall date from the date they enter that service.

ARTICLE XVII.

Transfer.

When employees are transferred or accept bulletined positions, they will be furnished free transportation for themselves, wholly dependent members of families, and effects, if lawful, and will be allowed pay while in transit and while actually engaged in making transfer. Rate of pay to be based on position from which transfer is made. This will also apply in case of displacement.

ARTICLE XVIII.

Division Meetings.

Employees will be allowed to attend their division meetings and will be furnished transportation, when the same can be done without cost or inconvenience to the company.

ARTICLE XIX.**Care of Batteries.**

Employees will not be required to care for batteries where battery-men, linemen or maintainers are employed.

ARTICLE XX.**Cleaning.**

Signalmen at interlocking signal stations will not be required to scrub floors, clean lamps, windows, interlocking machines or woodwork (lever handles and office desks excepted).

ARTICLE XXI.**Students.**

Telegraphers and signalmen will not be allowed to have students in their offices, signal stations or cabins, and telegraphers will not teach telegraphy on the company's premises without permission from the superintendent.

ARTICLE XXII.**Changing Positions.**

Employees will, on receiving permission, be allowed to temporarily change positions, but will not be permitted to make permanent change.

The parties hereto mutually agree that the above agreement as to rules be effective as of this date, and that there shall be no change therein until after thirty days' notice has been given by either party to the other.

FOR THE NEW YORK CENTRAL RAILROAD, BUFFALO AND EAST,

P. E. CROWLEY,

Assistant Vice-President.

FOR THE TELEGRAPHERS,

H. B. MOREY,

General Chairman, Telegraphers' Committee.

New York, N. Y., June 10, 1916.

Witness:

G. W. HANGER,

Asst. Commissioner of Mediation and Conciliation.

GRAND CENTRAL TERMINAL RULES.**Employee Covered.**

Directors, signalmen, levermen, telegraphers, clerks who are required to telegraph, and telephone operators concerned in the movement of trains, all of whom are hereinafter referred to as employees, shall be governed by the following agreement:

Discipline.

1. Employees shall not be disciplined without proper investigation, but may be suspended pending such investigation, which shall be held within ten days. They may, if they desire, choose some employee in their class of service in good standing to represent them at an investigation, and may be present and hear all the evidence in the case. All persons interested shall be notified to be present. Indefinite suspensions shall not be applied as discipline. The records of employees who have suffered suspension

and been found blameless, shall remain as previous thereto, and they shall be paid for time lost. Employees shall be notified of cause and length of suspension. When employees are subject to discipline for cause, decision must be given and made effective within thirty days. In case employees are dissatisfied with the result of an investigation, or consider that they have been discriminated against, they shall have the right to take up their cases, in the regular order, with the highest operating official of the company. After one year from date of application of discipline no appeal shall be considered.

Promotion.

2. Employees are in line for promotion. Other things being equal, seniority and ability to fill position bid or applied for will determine the selection. The company, through the proper officials, will determine the fitness of employees to fill positions. In case the position is not awarded to senior applicant, and before assignment is made, the senior applicant will be advised why the position cannot be awarded to him so that he may have an opportunity to present such explanation as he may wish to make, which must be done within five days from the date of notice. This will also apply in case of displacement.

Advertising and Bidding.

3. Service shall be divided into three distinct classes, namely, directors, signalmen or levermen and telegraphers, and promotions shall be made from telegrapher to leverman or signalman, and from signalman or leverman to director.

Unfilled vacancies in the Grand Central Terminal or Electric Division service will be advertised for bids, and assignment made in accordance with Article No. 2. Employees transferred from the Electric Division to the Grand Central Terminal shall retain their full roster rights, but shall not outbid or displace employees who entered the Grand Central Terminal service prior to January 1, 1913. This rule shall also apply to employees when transferred from the Grand Central Terminal to the Electric Division.

When vacancies occur or new positions are created, they will be advertised within ten days for a period of ten days and filled within thirty days after the vacancy occurs. Notices to state the rate of pay and between what hours the service is to be performed. A letter showing the list of bidders, the date they entered the service and to whom the position has been awarded will be sent to each bidder and the local chairman as soon as the assignment has been made. When new directors are required, the vacancy will be advertised for bid from signalmen or levermen. Senior applicant shall be given first consideration.

When a position is created temporarily, if to be continued beyond a period of thirty days, it will be advertised. Positions of six months or more duration will be considered permanent and so advertised.

Temporary vacancies caused by an employee on leave of absence that will exist sixty (60) days or more will be advertised within five days for a period of five days. Senior applicant will be assigned and when

displaced will return to position formerly held.

Employees who have been displaced may claim a position in their class of service which has been advertised and not bid for, provided the position has not been advertised on the Electric Division.

Employees who have been displaced and cannot obtain positions in their class of service, may exercise the right of displacement in the next class below, exercising their previous rights in the lower class and holding their rights in the higher class to again bid back into any vacancy which may occur in the class from which they have been displaced; failing to again bid for the higher class of service will cause any junior man who may be the successful bidder to thereafter rank ahead of the senior man in that advanced class of service, but this is not to be construed to prevent the formerly displaced man from again bidding for positions advertised in the higher class.

Employees have the privilege of sending to the superintendent lists of all positions for which they desire to be considered as applicants.

Called and Not Used.

4. Employees called for and reporting for service, and not used, will be allowed one day's pay at the proper rate.

Overtime.

5. When employees are required to remain on duty over their specified number of hours as shown in the wage schedule, they shall receive pro rata of their regular pay, but not less than at the rate of thirty-five cents (35c) per hour. Overtime to be computed on minute basis.

Vacations and Reliefs.

6. Employees will be granted one day off every two weeks with pay, except where special arrangements are otherwise made.

All employees who have been in the service of the terminal one year or more, will be granted one week's leave of absence per year with pay.

Employees who work a split trick, if required to work Sunday, shall receive additional pay at the proper rate.

Relief men are to be scheduled, and each man to be relieved by them shall be furnished with a list showing the regular relief days.

Choice of dates for vacations will be given according to seniority.

Witnesses.

7. Employees shall be paid for actual time lost when serving as witnesses for the company. If not required to lose time they shall receive one day's pay at proper rate.

Employees called by proper authority to attend investigations (except as provided by Article 1) which makes it necessary for them to go away from their home station, if not held responsible for the matter under investigation, shall be paid for time lost; if no time is lost they will be paid for actual time consumed and, in either case, necessary expenses not exceeding one dollar per day.

Leave of Absence.

8. An employe may have thirty days' layoff with permission of proper official, without

written leave of absence. If over thirty days and under sixty days, he shall have written leave of absence from superintendent. Upon the expiration of sixty days all time thereafter shall be deducted from his seniority; the limit of leave to be one year. Should he return after the expiration of one year he shall be employed as a new man. This is not to apply in case of sickness, disability, or while engaged on committee work, or special duty for the company. Copy of letter granting leave of absence shall be furnished the local chairman.

Seniority.

9. A seniority list of all employees shall be issued by the Terminal, and the local chairman shall be furnished with a copy. The list shall be revised annually prior to December 1st. Employees who accept office positions in the operating department or positions in the train dispatchers' office will retain their seniority. Employees who are dismissed from the service shall forfeit their seniority unless reinstated within six months. Employees leaving the service of their own accord shall forfeit their seniority.

New Positions.

10. When new positions are created, compensation and hours will be fixed in conformity with positions of the same class covered by this schedule. When the duties of any position are materially increased, salaries shall be adjusted in conformity with positions of the same class.

Discontinuance of Positions and Displacement—Reduction in Force.

11. In the event of any position shown in the wage scale being abolished the employee displaced shall have choice of positions to which his seniority entitles him. When through no fault of the employee, the company finds it necessary to displace an employee holding a regular position, such position shall be advertised and if the employee so displaced is to be continued in the service he shall be allowed displacement rights. This not to apply when an employee bids in a position and it is found that he cannot perform the duties of the position. In the latter case the employee shall be assigned to the extra list. Employees shall exercise their displacement rights within thirty days of date of displacement except in case of sickness, disability or while on leave of absence.

An employee shall be considered displaced:

First: When his position is abolished.

Second: When removed to make way for an older employee.

Third: When removed by the company through no fault of his own.

Cleaning.

12. Employees in interlocking stations will not be required to scrub floors, clean lamps, windows, interlocking machines or woodwork (lever handles and office desks excepted).

Students.

13. Employees will not be allowed to have students in their offices, or interlocking stations, nor shall they teach telegraphy on the premises of the Terminal, without permission from the superintendent.

Changing Positions.

14. Employees will, on receiving permission, be allowed to temporarily change positions, but will not be permitted to make permanent change.

15. This agreement will take effect as of August 1, 1916, and remain in effect for a period of one year from that date, and thereafter, subject to thirty (30) days' notice from either party to the other.

GRAND CENTRAL TERMINAL,
MILES BRONSON,
Terminal Manager.

FOR THE TELEGRAPHERS,
H. B. MOREY,
General Chairman.

WAGE SCALE.

ELECTRIC DIVISION STATIONS.

Station and Position.	Rate per Month.
Mott Haven, agent.....	\$ 85.00
Assistant agent.....	75.00
Melrose, agent.....	77.00
Assistant agent.....	65.00
Morrisania, agent.....	74.00
Assistant agent.....	65.00
Clarmont Park, agent.....	86.00
Assistant agent.....	71.00
Tremont, agent.....	88.00
Assistant agent.....	72.00
183d St., agent.....	67.00
Fordham, ticket agent.....	88.00
Assistant agent.....	72.00
Freight agent.....	81.00
Botanical Gardens, agent.....	71.00
Assistant agent.....	65.00
Williams Bdg., agent.....	82.00
Assistant agent.....	65.00
Woodlawn, agent.....	80.00
Assistant agent.....	65.00
Wakefield, agent.....	45.00
Assistant agent.....	45.00
Mt. Vernon, freight agent.....	118.00
Assistant agent.....	77.00
Assistant agent.....	72.00
Bronxville, agent.....	90.00
Assistant agent.....	77.00
Assistant agent.....	72.00
Tuckahoe, agent.....	66.00
Assistant agent.....	65.00
Assistant agent.....	65.00
Crestwood, agent.....	66.00
Assistant agent.....	65.00
Scarsdale, agent.....	83.00
Assistant agent.....	70.00
Assistant agent.....	65.00
Hartsdale, agent.....	75.00
Assistant agent.....	65.00
White Plains, freight agent.....	118.00
Ticket agent.....	100.00
Assistant agent.....	78.00
Assistant agent.....	66.00
No. White Plains, agent.....	66.00
High Bridge, agent.....	78.00
Assistant agent (night).....	73.00
Morris Heights, agent.....	80.00
Assistant agent.....	71.00
University Heights, agent.....	71.00
Marble Hill, agent.....	65.00
Spyuten Duyvil, agent.....	74.00
Riverdale, agent.....	65.00

Station and Position.	Rate per Month.
Mt. St. Vincent, agent.....	\$ 60.00
Ludlow, agent.....	66.00
Glenwood, agent.....	66.00
Greystone, agent.....	60.00
Hastings, agent.....	66.00
Assistant agent.....	65.00
Dobbs Ferry, agent.....	75.00
Assistant agent.....	68.00
Ardley, agent.....	65.00
Irvington, agent.....	86.00
Assistant agent.....	70.00
Tarrytown, agent.....	113.00
Assistant agent.....	82.00
Assistant agent.....	70.00
Philips Manor, agent.....	60.00
Scarsborough, agent.....	65.00
Ossining, agent.....	113.00
Assistant agent.....	82.00
Assistant agent.....	70.00
Harmon, agent.....	71.00
Croton, freight agent.....	85.00
Ticket agent.....	73.00
Assistant agent (night).....	70.00
Relief agent.....	105.00

ELECTRIC DIVISION SIGNAL STATIONS.

Station and Position.	Rate per Month.
Mott Haven (MO), director.....	\$125.00
Director.....	125.00
Director.....	111.00
Leverman.....	107.00
Leverman.....	107.00
Leverman.....	100.00
Sheet operator.....	99.00
Sheet operator.....	99.00
(MJ) signalman.....	92.00
(MJ) signalman.....	92.00
(MJ) signalman.....	92.00
Spuyten Duyvil (DV), signalman.....	95.00
Signalman.....	95.00
Signalman.....	95.00
Split leverman.....	87.00
106th St. (NK), signalman.....	90.00
Signalman.....	90.00
Signalman.....	90.00
Split leverman.....	82.00
Melrose (KY), signalman.....	92.00
Signalman.....	92.00
Signalman.....	92.00
(MX) signalman.....	92.00
(MX) signalman.....	92.00
(MX) signalman.....	90.00
Woodlawn (JO), signalman.....	92.00
Signalman.....	92.00
Signalman.....	90.00
Split leverman.....	87.00
No. W. Plains (NW), signalman.....	90.00
Signalman.....	90.00
Signalman.....	88.00
Split leverman.....	77.00
Marble Hill (FH), signalman.....	90.00
Signalman.....	90.00
Signalman.....	88.00
Croton (CD), signalman.....	85.00
Signalman.....	85.00
Signalman.....	82.00
Bot. Gardens (BG), signalman.....	88.00
Signalman.....	83.00
Kings Bdg. (BN), signalman.....	85.00
Signalman.....	85.00
Signalman.....	82.00

Station and Position.	Rate per Month.
Ossining (PF), signalman.....	\$ 85.00
Signalman	85.00
Signalman	82.00
Croton (CR), signalman.....	85.00
Signalman	85.00
Signalman	82.00
Wakefield (MY), signalman.....	84.00
Signalman	84.00
Signalman	82.00
Glenwood (GD), signalman.....	90.00
Signalman	90.00
Signalman	87.00
Hastings (HS), signalman.....	85.00
Signalman	85.00
Tarrytown (OW), signalman.....	85.00
Signalman	85.00
Signalman	82.00
Harmon (HM), signalman.....	98.00
Signalman	98.00
Signalman	98.00
Leverman	88.00
Leverman	88.00
Leverman	88.00
Split leverman.....	86.00
Relief signalman.....	92.00
Relief signalman.....	92.00
Relief signalman.....	92.00
Relief signalman.....	86.00
Relief signalman.....	86.00
Relief signalman.....	84.00
Relief signalman.....	84.00
Relief signalman.....	84.00

HUDSON DIVISION STATIONS.

Station and Position.	Rate per Month.
Inwood, agent.....	\$ 60.00
Oscawana, agent.....	68.00
Crugers, agent.....	60.00
Montrose, agent.....	70.00
Peekskill, ticket agent.....	81.00
Assistant ticket agent.....	74.00
Freight agent.....	107.00
Garrison, agent and operator.....	74.00
Cold Springs, agent and operator.....	88.00
Dutchess Jct., agent and operator.....	66.00
Beacon, agent.....	112.00
Ticket agent.....	81.00
Ticket agent (night).....	66.00
Chelsea, agent.....	66.00
New Hamburg, agent.....	86.00
Poughkeepsie, freight agent.....	127.00
Ticket agent.....	102.00
Assistant ticket agent.....	76.00
Assistant ticket agent.....	66.00
Hyde Park, agent and operator.....	74.00
Assistant agent and operator.....	66.00
Staatsburg, agent and operator.....	74.00
Rhinecliff, agent.....	88.00
Assistant agent and operator.....	66.00
Barrytown, agent and operator.....	66.00
Tivoli, agent and operator.....	74.00
Assistant agent and operator.....	66.00
Germantown, agent and operator.....	74.00
Linlithgo, agent.....	76.00
Greendale, agent and operator.....	74.00
Hudson, agent.....	122.00
Ticket agent and operator.....	86.00
Assistant ticket agent and opr.....	71.00
Stockport, agent.....	68.00
Newton Hook, agent and operator.....	68.00
Assistant agent and operator.....	66.00

Station and Position.	Rate per Month.
Stuyvesant, agent and operator.....	\$ 66.00
Schodack Ldg., agent.....	66.00
Castleton, agent.....	81.00
Assistant agent and operator.....	66.00
72nd St., N. Y., day operator.....	79.00
Night operator.....	79.00
Relief agent.....	105.00

HUDSON DIVISION SIGNAL STATIONS.

Station and Position.	Rate per Month.
Peekskill (37 C), signalman.....	\$ 82.00
Signalman	82.00
Signalman	82.00
Manitou (41 F), signalman.....	75.00
Signalman	75.00
Signalman	75.00
W. Manitou (42 I), signalman.....	67.00
Signalman	67.00
Signalman	67.00
Cold Spring (45 I), signal.....	67.00
Signalman	67.00
Signalman	67.00
Cold Spring (46 E), signal.....	77.00
Signalman	77.00
Signalman	77.00
Beacon (60 C), signalman.....	82.00
Signalman	82.00
Signalman	82.00
Chelsea (52 F), signalman.....	75.00
Signalman	75.00
Signalman	75.00
Chel. Siding (53 I), signalman.....	67.00
Signalman	67.00
Signalman	67.00
New Hamburg (54 E), signalman.....	77.00
Signalman	77.00
Signalman	77.00
Clinton Pt. (55 I), signalman.....	67.00
Signalman	67.00
Signalman	67.00
E. Poughkeepsie (57 J), signalman.....	66.00
Signalman	66.00
Signalman	66.00
Poughkeepsie (58 C), signalman.....	82.00
Signalman	82.00
Signalman	82.00
Poughkeepsie (58½ C), signalman.....	82.00
Signalman	82.00
Signalman	82.00
Poughkeepsie (59 H), signalman.....	71.00
Signalman	71.00
Signalman	71.00
W. Poughkeepsie (60 I), signalman.....	67.00
Signalman	67.00
Signalman	67.00
Roosevelts (61 E), signalman.....	77.00
Signalman	77.00
Signalman	77.00
Steaatsburg (65 E), signalman.....	77.00
Signalman	77.00
Signalman	77.00
Rhinecliff (68 C), signalman.....	82.00
Signalman	82.00
Signalman	82.00
Barrytown (71 E), signalman.....	77.00
Signalman	77.00
Signalman	77.00
Tivoli (74 E), signalman.....	77.00
Signalman	77.00
Signalman	77.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Germantown (77 E), signalman.....	\$ 77.00	Brewster, agent.....	\$ 83.00
Signalman	77.00	Assistant agent.....	73.00
Signalman	77.00	Freight agent.....	80.00
Linlithgo (79 J), signalman.....	66.00	Dykemans, agent.....	75.00
Signalman	66.00	Townners, agent.....	75.00
Signalman	66.00	Assistant agent.....	73.00
E. Hudson Siding (81 F), signalman..	75.00	Patterson, agent.....	73.00
Signalman	75.00	Assistant agent.....	73.00
Signalman	75.00	Assistant agent.....	73.00
W. Hudson Siding (82 I), signalman..	67.00	Pawling, agent.....	75.00
Signalman	67.00	Assistant agent.....	75.00
Signalman	67.00	Assistant agent.....	75.00
Hudson (84 C), signalman.....	82.00	Operator	70.00
Signalman	82.00	Freight agent.....	80.00
Signalman	82.00	Wingdale, agent.....	72.00
Hewton Hook (88 F), signalman.....	75.00	Assistant agent.....	72.00
Signalman	75.00	Dover Furnace, agent.....	70.00
Signalman	75.00	Dover Plains, agent.....	83.00
Newton Hook (89 I), signalman.....	67.00	Assistant agent.....	70.00
Signalman	67.00	Assistant agent.....	70.00
Signalman	67.00	Wassaic, agent.....	71.00
Stuyvesant (90 F), signalman.....	75.00	Assistant agent.....	70.00
Signalman	75.00	Amenia, agent.....	78.00
Signalman	75.00	Assistant agent.....	78.00
W. Stuyvesant (91 I), signalman.....	67.00	Sharon, agent.....	72.00
Signalman	67.00	Assistant agent.....	72.00
Signalman	67.00	Colemans, agent.....	75.00
Schodack Ldg. (93 F), signalman.....	75.00	Millerton, agent.....	100.00
Signalman	75.00	Assistant agent.....	73.00
Signalman	75.00	Assistant agent.....	70.00
W. Schodack (94 I), signalman.....	67.00	Mt. Riga, agent.....	75.00
Signalman	67.00	Boston Corners, agent.....	83.00
Signalman	67.00	Assistant agent.....	73.00
Castleton (95 E), signalman.....	77.00	Assistant agent.....	70.00
Signalman	77.00	Copake, agent.....	71.00
Signalman	77.00	Assistant agent.....	73.00
Staats Crossing (96 I), signalman....	67.00	Hillsdale, agent.....	71.00
Signalman	67.00	Assistant agent.....	73.00
Signalman	67.00	Assistant agent.....	70.00
Relief signalman.....	92.00	Craryville, agent.....	75.00
		Assistant agent.....	73.00
		Martindale, agent.....	75.00
		Assistant agent.....	73.00
		Philmont, agent.....	75.00
		Assistant agent.....	73.00
		Assistant agent.....	73.00
		Ghent, agent.....	75.00
		Assistant agent.....	73.00
		Sig. Sta. (X), operator.....	74.00
		Operator	74.00
		Operator	72.00
		Sig. Sta. (BA), operator.....	74.00
		Operator	74.00
		Operator	72.00
		Putnam Jct., operator.....	75.00
		Relief agent.....	105.00

HARLEM DIVISION STATIONS.

Station and Position.	Rate per Month.
Valhalla, agent.....	\$ 73.00
Assistant agent.....	73.00
Assistant agent.....	73.00
Hawthorne, agent.....	73.00
Assistant agent.....	70.00
Thornwood, agent.....	66.00
Pleasantville, agent.....	83.00
Assistant agent.....	70.00
Freight agent.....	83.00
Chappaqua, agent.....	73.00
Assistant agent.....	73.00
Freight agent.....	80.00
Mt. Kisco, agent.....	77.00
Assistant agent.....	76.00
Freight agent.....	85.00
Bedford Hills, agent.....	73.00
Assistant agent.....	73.00
Freight agent.....	80.00
Katonah, agent.....	76.00
Assistant agent.....	76.00
Freight agent.....	80.00
Goldens Bdg., agent.....	71.00
Assistant agent.....	70.00
Lincolndale, agent.....	71.00
Lake Mahopac, agent.....	73.00
Purdys, agent.....	71.00
Assistant agent.....	73.00
Croton Falls, agent.....	71.00

PUTNAM DIVISION STATIONS.

Station and Position.	Rate per Month.
155th St., agent and operator.....	\$107.00
Assistant agent and operator.....	86.00
155th St. (Tower), first trick operator	75.00
Second trick operator.....	73.00
Third trick operator.....	79.00
Van Cortlandt, agent and operator...	63.00
Van Cortlandt (Tower), first trick opr.	75.00
Second trick operator.....	73.00
Third trick operator.....	70.00
Caryl, agent and operator.....	60.00
Lowerre, agent and operator.....	60.00
Park Hill, agent.....	65.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Yonkers (Getty Sq.), agent and opr.	\$ 85.00	Bergenfield, agent and operator.	\$ 76.00
Assistant agent and operator.	70.00	Dumont, agent and operator.	76.00
Lincoln, agent.	45.00	Operator	70.00
Dunwoodie, agent and operator.	76.00	Operator	70.00
Assistant agent and operator.	70.00	Haworth, agent and operator.	72.00
Bryn Mawr Park, agent.	60.00	Harrington Park, agent and operator.	73.00
Nepperham, agent.	100.00	West Norwood, agent and operator.	72.00
Ticket agent and operator.	70.00	Tappan, agent and operator.	74.00
Assistant agent and operator.	70.00	Operator	70.00
Nepera Park, agent and operator.	65.00	Operator	70.00
Mount Hope, agent and operator.	76.00	Orangeburgh, agent and operator.	74.00
Assistant agent and operator.	70.00	Blauvelt, agent and operator.	70.00
Chauncey, agent and operator.	71.00	West Nyack, agent and operator.	76.00
Ardasley, agent and operator.	76.00	Operator	70.00
Assistant agent and operator.	70.00	Operator	70.00
Elmsford, agent and operator.	76.00	Valley Cottage, agent and operator.	72.00
Assistant agent and operator.	70.00	Congers, agent.	76.00
East View, agent and operator.	71.00	Operator	72.00
Assistant agent and operator.	70.00	Operator	70.00
Tarrytown Heights, agent and opr.	65.00	Operator	70.00
Pocantico Hills, agent and operator.	76.00	Haverstraw, agent.	87.00
Assistant agent and operator.	70.00	Operator and ticket clerk.	75.00
Briarcliff Manor, agent and operator.	70.00	Operator and ticket clerk.	72.00
Assistant agent and operator.	70.00	West Haverstraw, agent.	79.00
Millwood, agent and operator.	76.00	Operator	68.00
Kitchawan, agent and operator.	76.00	Operator	73.00
Croton Lake, agent and operator.	71.00	Operator	72.00
Yorktown Heights, agent and operator.	76.00	Stony Point, agent and operator.	73.00
Assistant agent and operator.	70.00	Tompkins Cove, agent and operator.	73.00
Amawalk, agent and operator.	68.00	Jones Point, agent and operator.	75.00
Granite Springs, agent and operator.	68.00	Iona Island (Tower), signalman.	73.00
Baldwin Place, agent and operator.	76.00	Signalman	73.00
Mahopac Falls, agent.	60.00	Signalman	73.00
Crafts, agent and operator.	65.00	Iona Island, agent and operator.	73.00
Mahopac, agent and operator.	71.00	Fort Montgomery, agent and operator.	73.00
Carmel, agent and operator.	71.00	Highland Falls, agent.	76.00
Assistant agent and operator.	60.00	Operator	72.00
Tilly Foster, agent and operator.	65.00	Operator	70.00
Relief agent.	105.00	Operator	70.00

RIVER DIVISION STATIONS.

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Weehawken, first copier.	\$ 88.00	Cornwall, ticket agent and operator.	84.00
Second copier.	88.00	Operator	76.00
Third copier.	88.00	Operator	76.00
Weehawken (W), manager and opr.	88.00	Operator	76.00
Day operator.	84.00	Freight agent.	93.00
Night operator.	84.00	Cornwall (Tower), signalman.	81.00
Weehawken Yard, day operator.	79.00	Signalman	81.00
Night operator.	79.00	Signalman	81.00
Weehawken Tower, signalman.	91.00	Newburgh (Tower), signalman.	79.00
Signalman	91.00	Signalman	79.00
Signalman	91.00	Signalman	79.00
Leverman	68.00	Newburgh, ticket agent.	96.00
Leverman	68.00	Night operator.	77.00
Leverman	68.00	Roseton, agent and operator.	72.00
Willow Ave. Tower, signalman.	72.00	Marlboro, agent.	72.00
Signalman	72.00	Operator	72.00
Signalman	72.00	Operator	70.00
New Durham, agent and operator.	72.00	Operator	70.00
New Durham (Tower), signalman.	91.00	Milton, agent and operator.	72.00
Signalman	91.00	Highland, agent.	74.00
Signalman	91.00	Operator	72.00
Granton Tower, signalman.	79.00	Operator	70.00
Signalman	79.00	Operator	70.00
Signalman	79.00	West Park, agent and operator.	72.00
Bogota, agent and operator.	74.00	Esopus, agent and operator.	70.00
Teaneck, agent and operator.	70.00	Operator	70.00
West Englewood, agent and operator.	74.00	Operator	70.00
Operator	70.00	Ulster Park, agent and operator.	72.00
		Port Ewen, agent and operator.	72.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Kingston, operator.....	\$ 76.00	Hoffmans, agent and operator.....	\$ 76.00
Operator	76.00	Amsterdam, ticket agent and operator.....	89.00
Operator	76.00	Night operator and clerk.....	76.00
Ticket agent.....	100.00	Tribes Hill, agent and operator.....	79.00
Night ticket clerk.....	66.00	Fonda, freight agent.....	104.00
Kingston Tower, signalman.....	76.00	Ticket agent and operator.....	84.00
Signalman	76.00	Night operator and clerk.....	74.00
Signalman	76.00	Palatine Bridge, ticket agent and opr.....	79.00
Mt. Marion, agent and operator.....	72.00	Fort Plain, freight agent.....	94.00
Saugerties, freight agent.....	94.00	Ticket agent and operator.....	79.00
Ticket agent and operator.....	76.00	St. Johnsville, freight agent.....	99.00
Operator	70.00	Ticket agent and operator.....	79.00
Operator	70.00	Little Falls, freight agent.....	116.00
Malden, agent and operator.....	72.00	Ticket agent and operator.....	89.00
West Camp, agent and operator.....	72.00	Herkimer, freight agent.....	102.00
Alsen, agent.....	78.00	Operator and ticket agent.....	76.00
Operator	71.00	Operator and ticket clerk.....	74.00
Operator	70.00	North Ilion, ticket agent.....	68.00
Operator	70.00	North Frankfort, agent and operator..	76.00
Catskill, agent.....	81.00	Utica Yard, day operator.....	82.00
Ticket agent and operator.....	77.00	Night operator.....	82.00
Operator	70.00	Utica (UT), manager and operator.....	88.00
Operator	70.00	Operator	84.00
West Athens, agent and operator....	72.00	Operator	84.00
Coxsackie, agent.....	76.00	Operator	84.00
Ticket agent and operator.....	71.00	Operator	84.00
Operator	70.00	Whitesboro, agent and operator.....	78.00
Operator	70.00	Oriskany, agent and operator.....	78.00
New Baltimore, agent and operator...	72.00	Rome, ticket agent.....	89.00
Ravena (Q) Tower, signalman.....	72.00	Ticket clerk.....	76.00
Signalman	72.00	Greenway, agent.....	65.00
Signalman	72.00	Verona, agent and operator.....	76.00
Ravena, agent.....	82.00	Oneida, freight agent.....	106.00
(New Station), ticket agent and opr.	79.00	Ticket agent and operator.....	89.00
Operator	74.00	Operator and ticket clerk.....	76.00
Operator	74.00	Canastota, freight agent.....	96.00
(Old Station), day operator.....	78.00	Ticket agent and operator.....	79.00
Selkirk, agent and operator.....	70.00	Operator and ticket clerk.....	74.00
Operator	70.00	No. Chittenango, agent and operator.	79.00
Wempe, operator.....	71.00	Minoa, agent.....	81.00
Glenmont, operator.....	70.00	Aqueduct, agent and operator.....	66.00

Wallkill Valley Branch.

Whiteport, agent and operator.....	\$ 70.00
Binnewater, agent and operator.....	71.00
Rosendale, agent and operator.....	71.00
New Platz, agent and operator.....	71.00
Operator and clerk.....	67.00
Gardiner, agent and operator.....	71.00
Wallkill, agent and operator.....	71.00
Operator and clerk.....	63.00
Walden, agent and operator.....	71.00
Operator and clerk.....	67.00
Relief Agent.....	105.00
Relief Agent.....	105.00
Relief Agent.....	105.00

MOHAWK DIVISION STATIONS.

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Albany (DA), manager and operator.....	\$105.00	So. Amsterdam, freight agent.....	89.00
Operator	93.00	Ticket clerk and operator.....	72.00
Operator	93.00	Second trick operator.....	70.00
Operator	93.00	Third trick operator.....	70.00
Operator	86.00	Fort Hunter, agent and operator.....	72.00
Operator	86.00	Operator	70.00
Operator	86.00	Operator	70.00
Operator	84.00	Auriesville, agent and operator.....	75.00
Operator	84.00	Fultonville, agent and operator.....	79.00
West Albany, ticket agent.....	68.00	Randall, agent and operator.....	72.00
Yard, day operator.....	82.00	Second trick operator.....	70.00
Night operator.....	82.00	Third trick operator.....	70.00
Round House, operator and clerk...	79.00	Sprakers, agent and operator.....	75.00

Station and Position.	Rate per Month.	Tower, No., Class and Position.	Rate per Month.
Canajoharie, freight agent.....	\$ 94.00	(D G), signalman.....	\$ 72.00
Operator and ticket agent.....	72.00	Signalman.....	72.00
Second trick operator.....	70.00	Signalman.....	72.00
Third trick operator.....	70.00	(I C), signalman.....	82.00
So. Fort Plain, freight and ticket agt.	83.00	Signalman.....	82.00
St. Johnsville, agent and operator....	72.00	Signalman.....	82.00
Second trick operator.....	70.00	(2 F), signalman.....	75.00
Third trick operator.....	70.00	Signalman.....	75.00
Mindenville, agent and operator.....	68.00	Signalman.....	75.00
Indian Castle, agent and operator.....	72.00	W. Albany (3 F), signalman.....	75.00
Operator.....	70.00	Signalman.....	75.00
Operator.....	70.00	Signalman.....	75.00
South Little Falls, agent and operator	72.00	(4 D), signalman.....	80.00
Second trick operator.....	70.00	Signalman.....	80.00
Third trick operator.....	70.00	Signalman.....	80.00
Mohawk Grade, signalman.....	70.00	Karner (5 F), signalman.....	75.00
Signalman.....	70.00	Signalman.....	75.00
Signalman.....	70.00	Signalman.....	75.00
Mohawk, agent and operator.....	79.00	(6 F), signalman.....	75.00
Ilion, freight agent.....	95.00	Signalman.....	75.00
Frankfort, freight agent.....	100.00	Signalman.....	75.00
First trick operator.....	75.00	Carman (7 D), signalman.....	80.00
Second trick operator.....	75.00	Signalman.....	80.00
Third trick operator.....	75.00	Signalman.....	80.00
So. Utica, agent and operator.....	83.00	Schenectady (8 D), signalman.....	80.00
N. Y. Mills, freight agent.....	95.00	Signalman.....	80.00
Clark Mills, agent and operator.....	77.00	Signalman.....	80.00
Operator and clerk.....	65.00	(8X G), signalman.....	72.00
Hecla, agent.....	65.00	Signalman.....	72.00
Vernon, agent and operator.....	77.00	Hoffmans (11 D), signalman.....	80.00
Oneida Castle, freight agent.....	79.00	Signalman.....	80.00
Ticket agent and operator.....	80.00	Signalman.....	80.00
Wampsville, agent and operator.....	66.00	Schenectady (9 F), signalman.....	75.00
Chittenango, agent.....	72.00	Signalman.....	75.00
Kirkville, agent and operator.....	74.00	Signalman.....	75.00
Minoa (WS), agent and operator.....	76.00	Amsterdam (13 E), signalman.....	77.00
Relief agent.....	105.00	Signalman.....	77.00
Relief agent.....	105.00	Signalman.....	77.00
Relief agent.....	105.00	Fonda (16 C), signalman.....	82.00
		Signalman.....	82.00
		Signalman.....	82.00
		Yosts (17 E), signalman.....	77.00
		Signalman.....	77.00
		Signalman.....	77.00
		Palatine Bridge (19 F), signalman....	75.00
		Signalman.....	75.00
		Signalman.....	75.00
		Ft. Plain (20 F), signalman.....	75.00
		Signalman.....	75.00
		Signalman.....	75.00
		St. Johnsville (21 D), signalman.....	80.00
		Signalman.....	80.00
		Signalman.....	80.00
		(22 D), signalman.....	80.00
		Signalman.....	80.00
		Signalman.....	80.00
		Little Falls (24), signalman.....	95.00
		Signalman.....	95.00
		Signalman.....	95.00
		Herkimer (26 D), signalman.....	80.00
		Signalman.....	80.00
		Signalman.....	80.00
		Schuyler Jct. (29 D), signalman.....	80.00
		Signalman.....	80.00
		Signalman.....	80.00
		Utica (30-A B), signalman.....	85.00
		Signalman.....	85.00
		Signalman.....	85.00
		(31 A), signalman.....	88.00
		Signalman.....	88.00
		Signalman.....	88.00
		(31), leverman.....	71.00
		Leverman.....	71.00
		Leverman.....	71.00

MOHAWK DIVISION SIGNAL STATIONS.

Tower, No., Class and Position.	Rate per Month.
Rensselaer (98 F), signalman.....	\$ 75.00
Signalman.....	75.00
Signalman.....	75.00
(99 C), signalman.....	82.00
Signalman.....	82.00
Signalman.....	82.00
(99), leverman.....	71.00
Leverman.....	71.00
Leverman.....	71.00
(100 C), signalman.....	82.00
Signalman.....	82.00
Signalman.....	82.00
(100), leverman.....	71.00
Leverman.....	71.00
(101 F), signalman.....	75.00
Signalman.....	75.00
Signalman.....	75.00
Albany (A C), signalman.....	82.00
Signalman.....	82.00
Signalman.....	82.00
(B C), signalman.....	82.00
Signalman.....	82.00
Signalman.....	82.00
(B), leverman.....	76.00
Leverman.....	76.00
(C G), signalman.....	72.00
Signalman.....	72.00
Signalman.....	72.00

Tower, No., Class and Position.	Rate per Month.
Oriskany (33 F), signalman.....	\$ 75.00
Signalman	75.00
Signalman	75.00
Rome (34 D), signalman.....	80.00
Signalman	80.00
Signalman	80.00
Greenway (37 F), signalman.....	75.00
Signalman	75.00
Signalman	75.00
Oneida (39 D), signalman.....	80.00
Signalman	80.00
Signalman	80.00
Canastota (41 F), signalman.....	75.00
Signalman	75.00
Signalman	75.00
Sullivan (42 F), signalman.....	75.00
Signalman	75.00
Signalman	75.00
Kirkville (44 E), signalman.....	77.00
Signalman	77.00
Signalman	77.00
Minoa (45 C), signalman.....	82.00
Signalman	82.00
Signalman	82.00

West Shore Electric Division.

Eastwood (WX F), signalman.....	\$ 75.00
Signalman	75.00
Signalman	75.00
Kirkville Jct. (KR F), signalman.....	75.00
Signalman	75.00
Signalman	75.00
Chittenango (CT F), signalman.....	75.00
Signalman	75.00
Signalman	75.00
Canastota (CD F), signalman.....	75.00
Signalman	75.00
Signalman	75.00
Oneida Castle (YO F), signalman.....	75.00
Signalman	75.00
Signalman	75.00
Vernon (VO F), signalman.....	75.00
Signalman	75.00
Signalman	75.00
Vernon Grade (VG F), signalman.....	75.00
Signalman	75.00
Signalman	75.00
Clarks Mills (AK F), signalman.....	75.00
Signalman	75.00
Signalman	75.00
N. Y. Mills (NF F), signalman.....	75.00
Signalman	75.00
Signalman	75.00
E. N. Y. Mills (WU F), signalman.....	75.00
Signalman	75.00
Signalman	75.00
Harbor (F), signalman.....	75.00
Signalman	75.00
Signalman	75.00
Central Jct. (CJ E), signalman.....	77.00
Signalman	77.00
Signalman	77.00
Rotterdam Jct. (RJ C), signalman.....	82.00
Signalman	82.00
Signalman	82.00
(RJ) leverman.....	66.00
S. Schenectady (NE C), signalman.....	82.00
Signalman	82.00
Signalman	82.00
(NE) leverman.....	66.00
Green Island (G), signalman.....	72.00
Relief signalman.....	92.00

SYRACUSE DIVISION STATIONS.

Station and Position.	Rate per Month.
East Syracuse, agent.....	\$ 76.00
DeWitt Hump, operator and clerk....	82.00
Operator and clerk.....	82.00
E. B. Yard, operator.....	82.00
Operator	82.00
W. B. Yard, operator.....	82.00
Syracuse (MI), operator.....	93.00
Operator	93.00
Operator	93.00
Operator	86.00
Operator	86.00
Operator	86.00
Operator	84.00
Warners, agent and operator.....	71.00
Memphis, agent and operator.....	71.00
Jordan, freight agent.....	76.00
No. Weedsport, freight agent.....	83.00
Ticket agent and operator.....	70.00
North Port Byron, agent and operator	74.00
Savannah, agent.....	80.00
Assistant agent and operator.....	70.00
Clyde, freight agent.....	83.00
Ticket agent and operator.....	70.00
Lyons, ticket agent.....	84.00
Operator	78.00
Newark, freight agent.....	84.00
Ticket agent and operator.....	66.00
E. Palmyra, agent.....	65.00
Palmyra, agent and operator.....	81.00
Walworth, agent and operator.....	74.00
No. Macedon, agent and operator.....	74.00
Fairport, agent.....	96.00
E. Rochester, agent and operator.....	80.00
Ticket clerk and operator.....	68.00
Coldwater, agent and operator.....	71.00
Chili, agent and operator.....	79.00
Churchville, agent and operator.....	79.00
Bergen, agent and operator.....	78.00
West Bergen, agent and operator.....	65.00
So. Byron, freight agent.....	76.00
Ticket agent and operator.....	66.00
Batavia, freight agent.....	110.00
Ticket agent.....	90.00
Assistant agent and operator.....	74.00
Assistant agent and operator.....	74.00
W. Batavia, agent and operator.....	71.00
Corfu, agent and operator.....	79.00
Crittenden, agent.....	74.00
Wende, agent.....	71.00
Delwood, agent and operator.....	68.00
Lancaster, agent and operator.....	76.00

West Shore.

Amboy, agent and operator.....	\$ 70.00
Operator	66.00
Operator	66.00
Jordan, operator.....	88.00
Operator	68.00
Operator	68.00
Weedsport, agent and operator.....	83.00
Port Byron, agent and operator.....	79.00
Operator	70.00
Operator	70.00
Montezuma, agent and operator.....	71.00
Seneca River, operator.....	66.00
Operator	66.00
Operator	66.00
So. Clyde, agent and operator.....	68.00
Operator	68.00
Operator	68.00
Lyons Junction, operator.....	70.00
Operator	70.00
Operator	70.00

Station and Position.	Rate per Month.	Tower, No., Class and Position.	Rate per Month.
Lyons Connection, operator.....	\$ 70.00	Warners (4 F), signalman.....	\$ 75.00
Operator	70.00	Signalman	75.00
Operator	70.00	Signalman	75.00
Newark, operator and clerk.....	70.00	Jordan (6 E), signalman.....	77.00
Operator and clerk.....	70.00	Signalman	77.00
Operator and clerk.....	70.00	Signalman	77.00
Port Gibson, agent and operator.....	71.00	N. Port Byron (8 F), signalman.....	75.00
So. Palmyra, agent and operator.....	74.00	Signalman	75.00
Macedon, agent and operator.....	74.00	Signalman	75.00
Wayneport, agent and operator.....	71.00	Clyde (12 E), signalman.....	77.00
Mortimer, agent and operator.....	68.00	Signalman	77.00
Pittsford, operator.....	66.00	Signalman	77.00
Operator	66.00	Lyons (14 E), signalman.....	77.00
Operator	66.00	Signalman	77.00
Genesee Jct., agent.....	105.00	Signalman	77.00
Churchville, agent and operator.....	76.00	(15 C), signalman.....	82.00
Assistant agent and operator.....	70.00	Signalman	82.00
Operator	70.00	Signalman	82.00
No. Bergen, agent and operator.....	68.00	Newark (16 F), signalman.....	75.00
Byron, agent and operator.....	71.00	Signalman	75.00
Elba, agent and operator.....	75.00	Signalman	75.00
Assistant agent and operator.....	66.00	Palmyra (18 E), signalman.....	77.00
Oakfield, agent.....	95.00	Signalman	77.00
Ticket agent and operator.....	71.00	Signalman	77.00
Wheatville, agent.....	60.00	Wayneport (20 A), signalman.....	88.00
Alabama, agent and operator.....	74.00	Signalman	88.00
Akron, freight agent.....	82.00	Signalman	88.00
Ticket agent and operator.....	68.00	E. Rochester (22 E), signalman.....	77.00
Clarence, agent and operator.....	76.00	Signalman	77.00
Assistant agent and operator.....	66.00	Signalman	77.00
Bowmansville, agent and operator....	68.00	Brighton (24 E), signalman.....	77.00
		Signalman	77.00
		Signalman	77.00

Chenango Branch.

Fayetteville, agent and operator.....	\$ 65.00
Manlius, agent and operator.....	65.00
Oran, agent and operator.....	65.00
Cazenovia, agent and operator.....	76.00
Ripleton, agent (joint).....	33.00
Ballina, agent and operator.....	65.00
Eritown, agent and operator.....	65.00
Georgetown, agent and operator.....	65.00
Lebanon, agent and operator.....	65.00
Earlville, agent (joint).....	42.00
Operator (joint).....	33.00
Operator (joint).....	33.00
Relief agent.....	105.00
Relief agent.....	105.00
Relief agent.....	105.00

SYRACUSE DIVISION SIGNAL STATIONS.

Tower, No., Class and Position.	Rate per Month.
E. Syracuse (47 E), signalman.....	\$ 77.00
Signalman	77.00
Signalman	77.00
(48 F), signalman.....	75.00
Signalman	75.00
Signalman	75.00
Syracuse (1 B), signalman.....	85.00
Signalman	85.00
Signalman	85.00
Leverman	66.00
Leverman	66.00
(1A E), signalman.....	77.00
Signalman	77.00
Signalman	77.00
Syracuse Jct. (2 C), signalman.....	82.00
Signalman	82.00
Signalman	82.00
Leverman	66.00
Leverman	66.00
Leverman	66.00

Rochester (25 C), signalman.....	82.00
Signalman	82.00
Signalman	82.00
(25A C), signalman.....	82.00
Signalman	82.00
Signalman	82.00
(28 F), signalman.....	75.00
Signalman	75.00
Signalman	75.00
(29 B), signalman.....	85.00
Signalman	85.00
Signalman	85.00
(30 F), signalman.....	75.00
Signalman	75.00
Signalman	75.00
Chili Jct. (33 F), signalman.....	75.00
Signalman	75.00
Signalman	75.00
Bergen (35 F), signalman.....	75.00
Signalman	75.00
Signalman	75.00
So. Byron (37 E), signalman.....	77.00
Signalman	77.00
Signalman	77.00
Batavia (40 C), signalman.....	82.00
Signalman	82.00
Signalman	82.00
(40-A E), signalman.....	77.00
Signalman	77.00
Signalman	77.00
Corfu (42 E), signalman.....	77.00
Signalman	77.00
Signalman	77.00
Dellwood (44 F), signalman.....	75.00
Signalman	75.00
Signalman	75.00

West Shore.

Salina (SX F), signalman.....	\$ 75.00
Signalman	75.00
Signalman	75.00

Tower, No., Class and Position.	Rate per Month.
Syracuse (RW), signalman.....	\$ 70.00
Signalman	70.00
Signalman	70.00
Mortimer (RG E), signalman.....	77.00
Signalman	77.00
Signalman	77.00
Churchville Jct. (CJ G), signalman...	72.00
Akron Jct. (AJ G), signalman.....	72.00
Relief signalman.....	92.00

BUFFALO DIVISION STATIONS.

Station and Position.	Rate per Month.
Depew, agent.....	\$ 93.00
Buffalo (WS), operator and Sw. Tdr..	73.00
Operator and switch tender.....	73.00
Operator and switch tender.....	73.00
(BO), operator.....	105.00
Operator	100.00
Operator	91.00
Operator	91.00
Operator	91.00
Operator	91.00
Operator	91.00
Operator	91.00
Operator	91.00
Operator	91.00
Operator	91.00
Operator	85.00
(BD), operator and clerk.....	91.00
Operator and clerk.....	91.00
Operator and clerk.....	91.00
Buffalo Terrace, agent.....	118.00
Assistant agent.....	68.00
Buffalo, Ferry St., agent.....	62.00
Black Rock, agent.....	93.00
First assistant agent.....	74.00
Second assistant agent.....	64.00
Tonawanda, agent.....	70.00
Assistant agent.....	66.00
No. Tonawanda, agent.....	74.00
Assistant agent.....	68.00
Beach Ridge, agent and operator.....	71.00
Mapleton, agent.....	64.00
LaSalle, agent.....	74.00
Echota, agent.....	82.00
Suspension Bridge, ticket agent.....	89.00
(SD), operator and clerk.....	76.00
Operator and clerk.....	75.00
Operator and clerk.....	75.00
Freight House, operator and clerk..	81.00
Lewiston, agent and operator.....	70.00
Freight agent.....	78.00
Harriet, freight agent.....	108.00

BUFFALO DIVISION SIGNAL STATIONS.

Tower, No., Class and Position.	Rate per Month.
Depew (45 B), signalman.....	\$ 85.00
Signalman	85.00
Signalman	85.00
Buffalo (47 A), signalman.....	88.00
Signalman	88.00
Signalman	88.00
(47A C), signalman.....	82.00
Signalman	82.00
Signalman	82.00
(48 E), signalman.....	77.00
Signalman	77.00
Signalman	77.00

Tower, No., Class and Position.	Rate per Month.
(49 E), signalman.....	\$ 77.00
Signalman	77.00
Signalman	77.00
(50 E), signalman.....	77.00
Signalman	77.00
Signalman	77.00
(51 F), signalman.....	75.00
Signalman	75.00
Signalman	75.00
(52 B), signalman.....	85.00
Signalman	85.00
Signalman	85.00
(53 A), signalman.....	88.00
Signalman	88.00
Signalman	88.00
(53), day director.....	....
Night director.....	....
(54 A), signalman.....	88.00
Signalman	88.00
Signalman	88.00
(B F), signalman.....	75.00
Signalman	75.00
Signalman	75.00
(C I), signalman.....	67.00
Signalman	67.00
Signalman	67.00
(F G), signalman.....	72.00
Signalman	72.00
Signalman	72.00
(G F), signalman.....	75.00
Signalman	75.00
Signalman	75.00
(H G), signalman.....	72.00
Signalman	72.00
Signalman	72.00
(I G), signalman.....	72.00
Signalman	72.00
Signalman	72.00
(55 E), signalman.....	77.00
Signalman	77.00
Signalman	77.00
(T I), signalman.....	67.00
Signalman	67.00
Signalman	67.00
(V I), signalman.....	67.00
Signalman	67.00
Signalman	67.00
(PRR&BC) Jct., signalman.....	68.00
Signalman	68.00
Tonawanda (57 G), signalman.....	72.00
Signalman	72.00
Signalman	72.00
Jct. (G), signalman.....	72.00
Signalman	72.00
Signalman	72.00
N. Tonawanda (ER2 G), signalman...	72.00
Signalman	72.00
Signalman	72.00
(ER3 F), signalman.....	75.00
Signalman	75.00
Signalman	75.00
(LL I), signalman.....	67.00
Signalman	67.00
(58 D), signalman.....	80.00
Signalman	80.00
Signalman	80.00
(58A -E), signalman.....	77.00
Signalman	77.00
Signalman	77.00
(59 E), signalman.....	77.00
Signalman	77.00
Signalman	77.00

Tower, No., Class and Position.	Rate per Month.	Station and Position.	Rate per Month.
Gratwick (60 G), signalman.....	\$ 72.00	Loon Lake, agent.....	\$ 66.00
Signalman	72.00	Operator	66.00
Signalman	72.00	Mountain View, agent.....	66.00
LaSalle (61 G), signalman.....	72.00	Owls Head, agent.....	70.00
Signalman	72.00	Malone Jct., operator.....	73.00
Signalman	72.00	Operator	73.00
Niagara Falls (63 E), signalman....	77.00	Operator.....	73.00
Signalman	77.00	Constable, agent.....	66.00
Signalman	77.00	Athelstan, agent.....	71.00
Suspension Bridge (65 A), signalman.	88.00	Operator	66.00
Signalman	88.00	Operator	66.00
Signalman	88.00	Hundington, agent.....	71.00
(65), leverman	76.00	Operator	66.00
Leverman	76.00	Operator	66.00
Buffalo Creek (BC D), signalman....	80.00	Operator	66.00
Signalman	80.00	St. Stanislas, agent.....	66.00
Signalman	80.00	Valleyfield, agent.....	75.00
Signalman	80.00	Operator	68.00
West Seneca (D A), signalman.....	88.00	Operator	66.00
Signalman	88.00	Cecile Jct., agent.....	73.00
Signalman	88.00	Operator	66.00
Bay View (BV E), signalman.....	77.00	Operator	66.00
Signalman	77.00	St. Timothee, agent.....	66.00
Signalman	77.00	Beauharnois, agent.....	66.00
West Seneca Yard Office, operator....	90.00	Operator	66.00
Operator	90.00	Chatequauay, agent.....	66.00
Operator	80.00	Rainbow, agent.....	60.00
Relief operator and signalman.....	92.00	Brandreth, agent.....	66.00
		Raquette Lake, agent.....	66.00
		Relief agent.....	105.00

ADIRONDACK DIVISION.

Station and Position.	Rate per Month.
Middleville, agent.....	\$ 66.00
Newport, agent.....	66.00
Poland, agent.....	68.00
Prospect Jct., agent.....	66.00
Remsen, operator.....	70.00
Hinckley, agent.....	72.00
Forrestport, agent.....	71.00
White Lake, agent.....	71.00
Operator	66.00
Operator	66.00
McKeever, agent.....	71.00
Fulton Chain, agent.....	68.00
Operator	68.00
Operator	68.00
Operator	68.00
Carter, agent.....	72.00
Big Moose, agent.....	66.00
Operator	66.00
Operator	66.00
Beaver River, agent.....	66.00
Nehasane, agent.....	68.00
Long Lake West, agent.....	68.00
Operator	66.00
Operator	66.00
Horseshoe, agent.....	66.00
Childwold, agent.....	68.00
Piercefield, agent.....	66.00
Tupper Lake Jct., agent.....	105.00
Ticket agent and operator.....	77.00
Operator	71.00
Operator	71.00
Saranac Inn, agent.....	68.00
Lake Clear Jct., agent.....	68.00
Operator	68.00
Operator	68.00
Saranac Lake, ticket agent.....	95.00
Freight agent.....	88.00
Operator	71.00
Operator	71.00
Gabriels, agent.....	66.00
Lake Kushaqua, agent.....	66.00

ST. LAWRENCE DIVISION.

Sacketts Harbor to Newton Falls.	
Station and Position.	Rate per Month.
Sacketts Harbor, agent and operator..	\$ 66.00
Watertown Jct., operator.....	71.00
Operator	71.00
Operator	71.00
(Q), operator.....	80.00
Operator	80.00
Operator	80.00
Watertown, ticket agent.....	97.00
Operator	67.00
Black River, agent and operator.....	73.00
Felts Mills, agent and operator.....	68.00
Operator	65.00
Great Bend, agent and operator.....	71.00
Natural Bridge, agent and operator..	66.00
Harrisville, agent and operator.....	65.00
Jayville, operator.....	65.00
Oswegatchie, agent and operator.....	66.00
Benson Mines, agent and operator...	66.00
Operator	65.00
Newton Falls, agent and operator....	66.00
Operator	65.00

Calcium to Massena.

Calcium, agent and operator.....	\$ 68.00
Roots, operator.....	65.00
Operator	65.00
Operator	65.00
Evans Mills, agent and operator.....	66.00
Operator	65.00
Philadelphia, agent.....	108.00
Operator	70.00
Operator	70.00
Operator	70.00
Ticket agent.....	72.00
Antwerp, agent and operator.....	78.00
Operator	66.00
Keenes, agent and operator.....	68.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Matoon, operator.....	\$ 65.00	Denley, agent and operator.....	\$ 66.00
Operator	65.00	Port Leyden, agent.....	66.00
Operator	65.00	Operator	65.00
G. & O. Jct., operator.....	67.00	Lyons Falls, agent.....	66.00
Gouverneur, agent.....	108.00	Operator	65.00
Operator	68.00	Operator	65.00
Operator	66.00	Glenfield, agent and operator.....	68.00
Operator	66.00	Operator	66.00
Richville, agent and operator.....	66.00	Martinsburg, agent and operator.....	66.00
Operator	65.00	Lowville, agent.....	100.00
DeKalb Jct., agent.....	86.00	Operator	68.00
Operator	70.00	Operator	66.00
Operator	70.00	Castorland, agent and operator.....	66.00
Operator	70.00	Operator	65.00
Canton, agent.....	95.00	Deer River, agent and operator.....	66.00
Operator	68.00	Operator	65.00
Operator	66.00	C. & C. Jct., agent and operators...	68.00
Woods, operator.....	65.00	Carthage, ticket agent.....	80.00
Operator	65.00	Operator	70.00
Operator	65.00	Operator	70.00
Eben, agent and operator.....	66.00	Operator	70.00
Operator	65.00	Herrings, operator.....	66.00
Potsdam, agent.....	95.00	Sterlingville, agent and operator.....	68.00
Operator	68.00	River Gate, agent and operator.....	68.00
Operator	66.00	Theresa, agent and operator.....	66.00
Operator	66.00	Redwood, agent and operator.....	66.00
Sisson, operator.....	67.00	Operator	66.00
Norwood, operator.....	70.00	Oakvale, agent and operator.....	66.00
Operator	70.00	Hammond, agent and operator.....	66.00
Operator	70.00	Operator	66.00
Plum Brook, agent and operator.....	67.00	Brier Hill, agent and operator.....	66.00
Massena, agent.....	106.00	Morristown, agent and operator.....	76.00
Operator	70.00	Operator	65.00
Operator	70.00	Operator	65.00
Operator	70.00	Ogdensburg, ticket agent.....	88.00
Emeryville to Edwards.		Operator	70.00
Emeryville, agent and operator.....	\$ 65.00	Operator	70.00
Talcville, agent and operator.....	65.00	Heuvelton, agent and operator.....	66.00
Edwards, agent and operator.....	65.00	Operator	66.00
Brownville to Cape Vincent.		Rensselaer Falls, agent and operator.....	66.00
Brownville, agent.....	\$ 90.00	Orleans Corners, agent and operator..	68.00
Operator and clerk.....	72.00	LaFargeville, agent and operator....	71.00
Operator	68.00	Clayton, agent.....	67.00
Dexter, agent.....	80.00	Operator	66.00
Limerick, agent and operator.....	68.00	Relief agent.....	105.00
Chaumont, agent and operator.....	66.00	Relief agent.....	105.00
Three Mile Bay, agent and operator..	65.00	ONTARIO DIVISION.	
Rosiere, agent and operator.....	66.00	Station and Position.	Rate per Month.
Cape Vincent, agent and operator....	88.00	Lewiston Heights, agent.....	\$ 66.00
Utica to Ogdensburg and DeKalb Junction.		Model City, agent.....	66.00
Marcy, agent and operator.....	\$ 66.00	Tower, operator.....	65.00
Operator	65.00	Ransomville, agent.....	68.00
Stittville, agent and operator.....	67.00	Operator	65.00
Operator	65.00	Elberta, agent.....	66.00
Operator	65.00	Wilson, agent.....	68.00
Operator	65.00	Operator	65.00
Holland Patent, agent and operator..	66.00	Burt, agent.....	68.00
Operator	65.00	Operator	65.00
Barneveld, agent and operator.....	66.00	Appleton, agent.....	66.00
Operator	65.00	Barker, agent.....	66.00
Operator	65.00	Operator	65.00
Prospect, agent and operator.....	66.00	Millers, agent.....	66.00
Operator	65.00	Lyndonville, agent.....	68.00
Remsen, agent.....	75.00	Operator	65.00
Operator	70.00	Operator	65.00
Operator	70.00	Operator	65.00
Alder Creek, agent and operator.....	67.00	Ashwood, agent.....	66.00
Smith, operator.....	65.00	Waterport, agent.....	66.00
Operator	65.00	Carlton, agent.....	66.00
Boonville, agent.....	66.00	Brice, agent.....	66.00
Operator	66.00		

Station and Position.	Rate per Month.
Kendall, agent.....	\$ 68.00
Operator	65.00
Morton, agent.....	66.00
Hamlin, agent.....	68.00
Operator	65.00
Walker, agent.....	66.00
Hilton, agent.....	68.00
Operator	65.00
Operator	65.00
Greece, agent.....	66.00
Charlotte, operator.....	75.00
Operator	75.00
Operator	75.00
Webster, agent.....	68.00
Operator	66.00
Operator	66.00
Union Hill, agent.....	66.00
Fruitland, agent.....	70.00
Ontario, agent.....	68.00
Operator	66.00
Williamson, agent.....	70.00
Operator	66.00
East Williamson, agent.....	66.00
Sodus, agent.....	70.00
Operator	66.00
Alton, agent.....	66.00
North Rose, agent.....	68.00
Operator	65.00
Wolcott, agent.....	72.00
Operator	70.00
Red Creek, agent.....	68.00
Operator	66.00
Operator	65.00
Sterling, agent.....	76.00
Operator	70.00
Operator	65.00
Crocketts, agent.....	66.00
Hannibal, agent.....	66.00
Operator	65.00
Furniss, agent.....	66.00
Oswego Shops, operator.....	75.00
Operator	75.00
Operator	75.00
Paul, operator.....	66.00
Scriba, agent.....	66.00
Operator	65.00
New Haven, agent.....	66.00
Mexico, agent.....	80.00
Operator	66.00
Operator	66.00
Daysville, agent.....	66.00
Pulaski, agent.....	81.00
Operator	73.00
Operator	70.00
Operator	68.00
Fulton, agent.....	110.00
Operator	68.00
Operator (joint).....	40.80
Operator (joint).....	39.60
Phoenix, agent.....	68.00
Operator	66.00
Fernwood, agent.....	66.00
Operator	65.00
Mapleview, agent.....	66.00
Operator	65.00
Operator	65.00
Parish, agent.....	66.00
Operator	65.00
Morse, agent.....	66.00
Operator	65.00
Mallory, agent.....	66.00
Operator	65.00

Station and Position.	Rate per Month.
Central Square, agent (joint O. & W.)	\$ 44.00
Tower, operator.....	68.00
Operator	68.00
Operator	68.00
Brewerton, agent.....	66.00
Operator	65.00
Operator	65.00
Clay, agent.....	66.00
Operator	65.00
Woodard, agent.....	71.00
Operator	66.00
Operator	66.00
Liverpool, agent.....	66.00
Rome (MO), operator.....	66.00
Blossvale, agent.....	67.00
Operator	65.00
McConnellsville, agent.....	68.00
Camden, agent.....	89.00
Operator	68.00
Operator	66.00
Westdale, agent.....	66.00
Operator	65.00
Operator	65.00
Humaston, operator.....	66.00
Williamstown, agent.....	66.00
Operator	65.00
Kasoag, agent.....	68.00
Operator	65.00
Lacona, agent.....	81.00
Operator	67.00
Operator	66.00
Altmar, agent.....	66.00
Operator	65.00
Mansville, agent.....	67.00
Operator	65.00
Pierrepont Manor, agent.....	68.00
Operator	66.00
Operator	65.00
Adams, agent.....	92.00
Operator	67.00
Operator	66.00
Adams Center, agent.....	68.00
Operator	65.00
Operator	65.00
Rices, agent.....	66.00
Operator	65.00
Richland, operator.....	75.00
Operator	75.00
Operator	75.00
Oswego (KO), operator.....	75.00
Operator	75.00
Relief agent.....	105.00

ROCHESTER DIVISION.

Station and Position.	Rate per Month.
Solvay, agent and operator.....	\$ 65.00
Fairmount, agent and operator.....	70.00
Camillus, agent and operator.....	74.00
Operator and clerk.....	68.00
Martisco, freight agent.....	83.00
Operator and clerk.....	68.00
Operator and clerk.....	68.00
Halfway, agent and operator.....	71.00
Skaneateles, freight agent.....	81.00
Operator and clerk.....	71.00
Sennett, agent and operator.....	71.00
Auburn, ticket agent.....	94.00
Operator and clerk.....	71.00
Operator and clerk.....	71.00
Relius, agent and operator.....	71.00

Station and Position.	Rate per Month.
Cayuga, ticket and freight agent.....	\$ 77.00
Operator and bridge tender.....	71.00
Operator and bridge tender.....	71.00
Operator and bridge tender.....	71.00
Lehigh Crossing, signalman.....	63.00
Signalman.....	63.00
Seneca Falls, freight agent.....	100.00
Ticket agent and operator.....	73.00
Ticket clerk and operator.....	69.00
Waterloo, freight agent.....	80.00
Ticket agent and operator.....	72.00
Geneva, ticket agent.....	88.00
Ticket clerk and operator.....	71.00
Ticket clerk and operator.....	71.00
Oaks Corners, agent and operator.....	71.00
Phelps, freight agent.....	77.00
Ticket agent and operator.....	74.00
Clifton Springs, freight agent.....	75.00
Ticket agent and operator.....	72.00
Operator and clerk.....	69.00
Shortsville, freight agent.....	74.00
Ticket agent and operator.....	74.00
Chapin, agent and operator.....	73.00
Canandaigua, ticket agent.....	88.00
Mertensia, agent and operator.....	68.00
Victor, freight agent.....	74.00
Operator and clerk.....	71.00
Operator and clerk.....	71.00
Fishers, agent and operator.....	74.00
Pittsford, freight agent.....	74.00
Operator and clerk.....	71.00
Brighton, freight agent.....	85.00
Rochester (N), first trick operator.....	85.00
Second trick operator.....	84.00
Third trick operator.....	84.00
Fourth trick operator.....	84.00
Center Park, ticket agent.....	68.00
Jay St. (SS 29 A), first trick operator.....	75.00
Second trick operator.....	75.00
Third trick operator.....	75.00
Elmgrove, agent and operator.....	71.00
Spencerport, freight agent.....	78.00
Operator and clerk.....	71.00
Operator and clerk.....	71.00
Operator and clerk.....	68.00
Adams Basin, agent and operator.....	76.00
Brockport, freight agent.....	86.00
Ticket agent and operator.....	76.00
Ticket clerk and operator.....	70.00
Holley, freight agent.....	83.00
Ticket agent and operator.....	72.00
Fancher, agent and operator.....	72.00
Operator and clerk.....	68.00
Operator and clerk.....	68.00
Albion, freight agent.....	102.00
Ticket agent.....	74.00
DY Tower, first trick operator.....	71.00
Second trick operator.....	71.00
Third trick operator.....	71.00
Eagle Harbor, freight agent.....	73.00
Knowlesville, agent and operator.....	72.00
Operator and clerk.....	68.00
Operator and clerk.....	68.00
Medina, freight agent.....	105.00
Ticket agent and operator.....	76.00
Ticket clerk and operator.....	71.00
Ticket clerk and operator.....	71.00
Middleport, freight agent.....	80.00
Ticket agent and operator.....	71.00
Operator and clerk.....	68.00
Operator and clerk.....	68.00

Station and Position.	Rate per Month.
Gasport, freight agent.....	\$ 71.00
Operator and clerk.....	71.00
Operator and clerk.....	68.00
Operator and clerk.....	68.00
Lockport, ticket agent.....	81.00
Ticket clerk and operator.....	68.00
Tower (SS B), opr. and signalman..	72.00
Operator and signalman.....	72.00
Operator and signalman.....	72.00
West Lockport, ticket agent.....	60.00
Lockport Jct., agent and operator...	71.00
Operator.....	68.00
Operator.....	68.00
Cambria, agent and operator.....	71.00
Sanborn, freight agent.....	74.00
Operator and clerk.....	68.00
Holcomb, agent and operator.....	70.00
Operator and clerk.....	68.00
Ionia, agent and operator.....	68.00
West Bloomfield, agent and operator..	68.00
Honeoye Falls, freight agent.....	77.00
Ticket agent and operator.....	68.00
West Rush, agent and operator.....	68.00
Caledonia, agent and operator.....	73.00
LeRoy, freight agent.....	79.00
Ticket agent and operator.....	70.00
Stafford, agent and operator.....	68.00
East Pembroke, agent and operator....	68.00
Pembroke, agent and operator.....	68.00
Akron Falls, agent and operator.....	72.00
Clarence Center, agent and operator..	69.00
Transit, agent and operator.....	68.00
Getsville, agent and operator.....	68.00
Alexander, agent.....	60.00
Attica, agent.....	73.00
Barnard, agent and operator.....	76.00
Operator and clerk.....	66.00
Relief agent.....	105.00

PENNSYLVANIA DIVISION.

Fall Brook.

Station and Position.	Rate per Month.
(WD), operator.....	\$ 73.00
Operator.....	73.00
Operator.....	73.00
Junius, agent and operator.....	80.00
(GY), operator.....	77.00
Operator.....	77.00
Operator.....	77.00
Earl, agent and operator.....	80.00
Operator.....	73.00
Dresden, agent and yardmaster.....	96.00
Operator.....	76.00
Operator.....	76.00
Operator.....	76.00
Penn Yan, agent.....	120.00
Ticket agent and operator.....	77.00
Himrods Jct., operator.....	74.00
Operator.....	74.00
Operator.....	74.00
Agent.....	72.00
Dundee, agent.....	74.00
Operator and clerk.....	66.00
Ellis, operator.....	73.00
Operator.....	73.00
Operator.....	73.00
Barnes, agent and operator.....	78.00
Reading Center, agent and operator..	78.00
Watkins, agent.....	86.00
Operator.....	73.00
Operator.....	73.00
Operator.....	73.00

Station and Position.	Month. Rate per	Station and Position.	Month. Rate per
Beaver Dams, agent and operator....	\$ 80.00	NB Tower, operator.....	\$ 76.00
Operator	73.00	Operator	76.00
Operator	73.00	Operator	76.00
YD Tower, operator.....	74.00	(NY), operator.....	80.00
Operator	74.00		
Operator	74.00	Cowanquesque Branch.	
Corning (CG), chief clerk and operator	84.00	Nelson, agent and operator.....	\$ 66.00
Operator	84.00	Elkland, agent.....	82.00
(FN), operator.....	84.00	Operator	67.00
Operator	84.00	Osceola, agent and operator.....	60.00
(WK), operator.....	80.00	Knoxville, agent.....	70.00
Operator	80.00	Operator	67.00
Operator	80.00	Cowanquesque, agent and opr. (joint).....	33.00
Presho, agent and operator.....	82.00	Westfield, agent.....	72.00
Lindley, agent and operator.....	82.00	Operator	67.00
Operator	80.00	Potter Brook, agent and operator.....	66.00
Operator	80.00	Harrison Valley, agent.....	69.00
Lawrenceville, agent.....	82.00	Operator	66.00
Operator	77.00	Mills, agent and operator.....	66.00
Operator	77.00	Ulysses, agent (joint).....	41.00
Operator	77.00	Operator (joint).....	35.00
Beeman, operator.....	76.00	Relief agent.....	105.00
Tioga, agent and operator.....	81.00		
Operator	73.00		
Operator	73.00	PENN DIVISION.	
Hammond, operator.....	76.00	Beech Creek.	
(BX), operator.....	80.00		
Operator	80.00	Station and Position.	Rate per
Operator	80.00		Month.
Middlebury, agent and operator.....	82.00	Jersey Shore Jct., operator.....	\$ 86.00
Wellsboro Jct., agent and yardmaster	86.00	Operator	84.00
Operator	78.00	Operator	84.00
Operator	78.00	YA Tower, signalman.....	82.00
Operator	78.00	Signalman	82.00
Wellsboro, agent.....	100.00	Signalman	82.00
Operator	74.00	Avis, agent and operator.....	81.00
Operator	74.00	Brown's Tower, signalman.....	82.00
Antrim, agent and operator.....	72.00	Signalman	82.00
Ansonia, agent.....	82.00	Signalman	82.00
Operator	76.00	Youngdale, agent and operator.....	81.00
Tiadaghton, agent and operator.....	78.00	Lock Haven, agent.....	86.00
DI Tower, operator.....	80.00	Operator	76.00
Operator	80.00	Mill Hall, agent.....	94.00
Operator	80.00	Operator	77.00
Pine, operator.....	76.00	Beech Creek, agent.....	84.00
Blackwell, agent and operator.....	81.00	Operator	76.00
Operator	73.00	Monument, agent and operator.....	81.00
Operator	73.00	Orviston, agent.....	82.00
Cedar Run, agent and operator.....	81.00	Operator	76.00
Operator	73.00	Kato, operator.....	76.00
Operator	73.00	Snow Shoe, agent and operator.....	81.00
Slate Run, agent and operator.....	81.00	Gillintown, agent and operator.....	81.00
Operator	73.00	Gorton, operator.....	76.00
Operator	73.00	Viaduct, operator.....	81.00
(CH), operator.....	73.00	Windburne, agent.....	81.00
Operator	73.00	Operator	76.00
Operator	73.00	Munson, agent.....	84.00
Jersey Mills, operator.....	73.00	Operator	76.00
Operator	73.00	Hawk Run, operator and yardmaster.	90.00
Operator	73.00	RU Tower, leverman.....	60.00
Waterville, agent and operator.....	81.00	RG Tower, leverman.....	60.00
Operator	73.00	Leverman	60.00
Ramsey, operator.....	73.00	Phillipsburg, agent.....	100.00
Operator	73.00	Operator	76.00
Operator	73.00	Morrisdale, agent and operator.....	76.00
JS Tower, operator.....	82.00	Wallaceton, agent and operator.....	76.00
Operator	82.00	Bigler, agent and operator.....	76.00
Operator	82.00	Woodland, agent and operator.....	81.00
Jersey Shore, freight agent.....	112.00	WB Tower, operator.....	80.00
Ticket agent.....	84.00	Operator	80.00
Larrys Creek, agent and operator....	80.00	Operator	80.00
Operator	73.00	DY Tower, operator.....	80.00
Linden, agent and operator.....	80.00	Operator	80.00
Operator	70.00	Operator	80.00
		Clearfield, agent.....	115.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Dimeling, agent and operator.....	\$ 78.00	Deer, operator.....	\$ 73.00
MD Tower, leverman.....	60.00	Operator	73.00
Leverman	60.00	Mowry, operator.....	73.00
Madera, agent and operator.....	76.00	Operator	73.00
Irvona, agent and operator.....	76.00	Operator	78.00
Mitchells, agent and operator.....	78.00	Karthus, agent and operator.....	78.00
Kerrmoor, agent and operator.....	78.00	Operator	73.00
Curry Run, agent and operator.....	78.00	Cataract, operator.....	73.00
WJ Tower, trick operator.....	75.00	Operator	73.00
Trick operator.....	75.00	Operator	73.00
Trick operator.....	75.00	Birch, operator.....	73.00
Mahaffey, agent.....	110.00	Operator	73.00
Operator	76.00	Operator	73.00
Dowler Jct., trick operator.....	73.00	SX Tower, operator.....	75.00
Trick operator.....	73.00	Operator	75.00
Trick operator	73.00	Operator	75.00
Burnside, agent and operator.....	76.00	Relief agent.....	105.00
WS Tower, operator.....	81.00		
Glen Campbell, agent and operator...	70.00		
Arcadia, agent and operator.....	78.00		
Lumber, agent and operator.....	78.00		
Operator	73.00		
CW Tower, operator.....	73.00		
Operator	73.00		
Operator	73.00		
Gray, operator.....	73.00		
Operator	73.00		
Operator	73.00		
Walton, operator.....	73.00		
Operator	73.00		
Operator	73.00		

CLASSIFICATION AND RATES OF SIGNAL STATIONS.

Class A	\$88.00
Class B	85.00
Class C	82.00
Class D	80.00
Class E	77.00
Class F	75.00
Class G	72.00
Class H	71.00
Class I	67.00
Class J	66.00

New York Central Line West of Buffalo

(ALL RULES EFFECTIVE JUNE 10, 1916, EXCEPT Nos. VII, X AND XVII, AND THE ADDITIONAL RULES GOVERNING THE ILLINOIS DIVISION, WHICH ARE EFFECTIVE AUGUST 1, 1916.)

(RATES EFFECTIVE AUGUST 1, 1916.)

RULE I.

This schedule applies to telegraphers, telephoners, towermen, agents and others, whose positions are shown in the attached wage scale.

RULE II.

Promotion will be governed by seniority on divisions; seniority will date from the last time of entering the service covered by this schedule. The senior applicant will receive the promotion when, in the judgment of superintendent, ability is sufficient; in case ability of senior applicants is not considered sufficient they will, if they so desire, be allowed not exceeding fourteen days in which to post on the duties of the position applied for before decision may be rendered disqualifying such applicants.

Transfers from one division to another will be made only when employees of sufficient ability are not available on the division where vacancy exists. When employees are transferred to another division or to positions or service not covered by this schedule, they will retain their seniority rights for one year from date of said transfer.

Leave of absence, not to exceed three months, may be granted on request, but not

more than one extension of three months, or a total of six months in a one-year period will be granted except that in case of employees serving as committeemen for their organizations, extensions will be, and in case of sickness may be, made to suit the circumstances.

RULE III.

Seniority will only be effective when vacancies occur or new positions are created or in case of reduction in force. Seniority lists of employees covered by this schedule will be prepared by superintendent and revised semi-annually and a copy furnished the general chairman during January and July of each year.

Employees laid off on account of reduction of force will, if competent, be given employment on other divisions, when there are vacancies, in preference to employing new men.

RULE IV.

Employees covered by this schedule declining to accept promotion, will not lose their rights to future promotion, in their turn.

Employees covered by this schedule promoted and found incompetent will take their place on the extra list, but will retain their seniority rights.

RULE V.

Employees covered by this schedule will not be suspended or dismissed from the company's service without just cause; in case of suspension or dismissal, if the employee thinks the decision is unjust he will have the right, within ten days, to refer the case by written statement to the proper official, and within ten days after receipt of said statement, his case shall have thorough investigation, at which he may be present and represented by one or more employees of his own selection. If not satisfied with the result, he shall have the right to appeal; in case suspension or dismissal is found unjust, he shall be reinstated and paid for all time lost.

RULE VI.

Employees covered by this schedule, attending court or investigation by direction of an official of the company, when personally not at fault, will be allowed their regular salary and necessary expenses while away from home.

RULE VII.

Where more than ten cells of local battery are in use, telegraphers will not be required to clean them, nor will they be required to attend switch lamps at points where there are other employees available for that duty. Where, in accordance with above rule, an agent or operator in this schedule is required to care for switch lights located more than five hundred feet from his office, he shall receive fifty (50) cents per light additional compensation for care thereof, with a minimum of three dollars (\$3.00) per month.

RULE VIII.

When a vacancy occurs or a new position is created, employees covered by this schedule on that division will be notified by wire or letter and no permanent appointment made until all men have been notified and five days after the issuance of such notice, during which period they may file application for the position. A permanent appointment will be made within twenty-five (25) days after date of notification, and applicants will be notified who is assigned to the position. An employee assigned to such position forfeits all rights to the position he vacates until such position has been once permanently filled.

Salary of new positions will be fixed in conformity with positions of similar class provided for in this schedule.

RULE IX.

At the maximum, twelve hours, including a meal hour, will constitute a day's work. Where the work requires division into three tricks, eight hours will constitute a day. Where two or more telegraphers are employed at the same time in towers or other offices, they may not all be relieved at the same hours. The hours of work shall be consecutive, but will be arranged to suit the company's service.

When service conditions permit, employees covered by this schedule will be allowed a reasonable time to eat, and in case they work more than nine hours they will be allowed one hour for meal. The hour to be

taken shall be between five-thirty (5:30) and eight (8:00) o'clock, or between eleven-thirty (11:30) and two (2:00) o'clock, and if not allowed the meal hour, it will be paid for at overtime rate.

RULE X.

Salaries shall be based on the regular working day of the month. Overtime pro rata will be paid for all hours worked on Sundays.

RULE XI.

When twelve hour men are required to work extra hours in order to attend trains or to perform telegraphic service, additional time, after twelve hours for the purposes above mentioned, will be paid for at overtime rate.

RULE XII.

Overtime will be paid pro rata, with a minimum of thirty-five (35) cents per hour, for extra hours worked, by order of proper official in excess of the regular assigned hours. In computing overtime the actual time worked will be paid for. Overtime will not be allowed unless overtime slips are mailed to the proper official within forty-eight hours from the time of service. When overtime is not allowed, notice with explanation will be given.

RULE XIII.

Employees covered by this schedule, called for work outside of assigned hours of duty, after being relieved, and having left their office, will be allowed fifty (50) cents for the first hour, or fraction thereof. After the first hour, overtime rate will be paid.

RULE XIV.

Employees covered by this schedule, performing duties at wrecks, washouts, snow blockades, or similar emergency offices, will receive pay at overtime rate and necessary expenses; time to be computed from the time called for until return.

RULE XV.

When employees covered by this schedule are transferred or accept a bulletined position, they will be furnished free transportation for themselves, wholly dependent members of families, and effects, and will be allowed pay while making transfer, rate of pay to be based on position from which transfer is made.

RULE XVI.

Regularly assigned employees covered by this schedule, when required to do extra work at other than their own office, will receive the compensation applied to the position they fill with minimum of the overtime rate; also necessary expenses not exceeding one dollar (\$1.00) per day. Extra employees will only receive the same rate of pay as applies to the position they fill.

RULE XVII.

Employees working more than nine (9) consecutive hours per day, who have been in the service one year or more, will be allowed seven (7) days' vacation annually with pay. After three (3) years in the service, ten (10) days' vacation annually will be allowed with pay.

Employees who work nine (9) hours or less per day, after being in the service two (2) years or more, will be allowed seven (7) days' vacation annually with pay.

ADDITIONAL RULES FOR THE ILLINOIS DIVISION.

RULE I.

Employees under this agreement required to run pumps, will be allowed ten dollars (\$10.00) per month, in addition to regular wages for the service.

RULE II.

Employees under this agreement shall not be required to clean local batteries where more than six cells are in use.

ERIE DIVISION.

Station and Position.	Rate for Sunday Work.	Rate per Month.
Athol Springs, A. & O.....	27c	\$ 78.00
Lake View, A. & O.....	26c	75.00
First trick L. & O.....	36c	76.00
Second trick L. & O.....	35c	72.00
Third trick L. & O.....	35c	72.00
Derby, A. & O.....	26c	75.00
Angola, first trick L. & O.....	36c	76.00
Second trick L. & O.....	35c	73.00
Third trick, L. & O.....	35c	73.00
Farnham, A. & O.....	27c	77.50
Irving, A. & O.....	27c	77.50
Silver Creek, first trick L. & O.....	36c	76.00
Second trick L. & O.....	35c	73.00
Third trick L. & O.....	35c	73.00
Dunkirk Station, day O.....	30c	87.00
Dunkirk Tr., first trick L. & O.....	39c	81.00
Second trick L. & O.....	37c	77.00
Third trick L. & O.....	37c	77.00
Canadaway, first trick O. & S. T.....	33c	69.00
Second trick O. & S. T.....	33c	69.00
Third trick O. & S. T.....	33c	69.00
Westfield Depot, day T. A. & O.....	33c	95.00
Westfield Tr., first trick L. & O.....	37c	77.00
Second trick L. & O.....	35c	73.00
Third trick L. & O.....	35c	73.00
Ripley, day T. A. & O.....	27c	78.00
State Line, A. & O.....	27c	78.00
North East, first trick L. & O.....	37c	77.00
Second trick L. & O.....	35c	73.00
Third trick L. & O.....	35c	73.00
Harbor Creek, A. & O.....	28c	81.00
Wesleyville Tr., first trick L. & O.....	38c	80.00
Second trick L. & O.....	36c	75.00
Third trick L. & O.....	36c	75.00
P. & E. Cross., first trick L. & O.....	40c	84.00
Second trick L. & O.....	38c	79.00
Third, trick L. & O.....	38c	79.00
Erie Station, first trick O.....	44c	92.00
Day O.....	41c	85.00
Day O.....	41c	85.00
Second trick O.....	40c	84.00
Third trick O.....	40c	84.00
Dock Junction, first trick L. & O.....	38c	80.00
Second trick L. & O.....	36c	75.00
Third trick L. & O.....	36c	75.00
Swanville, A. & O.....	27c	78.00
Fairview, A. & O.....	25c	73.00
Girard Jct., first trick L. & O.....	36c	76.00
Second trick L. & O.....	35c	73.00
Third trick L. & O.....	35c	73.00
Springfield, A. & O.....	25c	73.00

Station and Position.	Rate for Sunday Work.	Rate per Month.
Conneaut, day T. A. & O.....	30c	\$ 85.00
Night T. A. & O.....	24c	70.00
Amboy, first trick L. & O.....	36c	76.00
Second trick L. & O.....	35c	73.00
Third trick L. & O.....	35c	73.00
Kingsville, A. & O.....	25c	73.00
Ashtabula. (W) Tower		
First trick L. & O.....	36c	76.00
Second trick L. & O.....	35c	73.00
Third trick L. & O.....	35c	73.00
Geneva Station, day T. A. & O.....	29c	83.00
Unionville, A. & O.....	26c	75.00
Madison, agent.....	26c	76.00
Madison Tr., first trick L. & O.....	36c	76.00
Second trick L. & O.....	35c	73.00
Third trick L. & O.....	35c	73.00
Perry, A. & O.....	27c	77.00
Painesville Depot, day T. A. & O.....	29c	84.00
Painesville Tr., first trick L. & O.....	39c	82.00
Second trick L. & O.....	38c	80.00
Third trick L. & O.....	38c	80.00
Mentor, agent.....	24c	70.00
Willoughby, agent.....	26c	74.00
Assistant agent.....	21c	60.00
Willoughby Tr., first trick L. & O.....	36c	76.00
Second trick L. & O.....	35c	73.00
Third trick L. & O.....	35c	73.00
Wickliffe, A. & O.....	26c	76.00
Regular relief agent.....		94.00
Regular relief leverman.....		90.00

Valley Branch.

Laona, A. & O.....	17c	\$ 47.50
Lily Dale, A. & O.....	17c	47.50
Cassadaga, A. & O.....	21c	60.00
Stnman.....	12c	35.00
Moons, A. & O.....	17c	47.50
Sinclairville, A. & O.....	20c	57.50
Stnman.....	12c	35.00
Gerry, A. & O.....	21c	60.00
Falconer, A. & O.....	24c	70.00
T. C. & O.....	23c	65.00
Frewsburg, A. & O.....	20c	57.50
Russell, A. & O.....	21c	60.00
Stnman.....	12c	35.00
North Warren, A. & O.....	21c	60.00
Stnman.....	13c	36.50
Warren, T. A. & O.....	23c	65.00
Irvineton, A. & O.....	20c	57.50
Youngsville, A. & O.....	22c	62.50
Stnman.....	12c	35.00
Garland, A. & O.....	20c	57.50
Grand Valley, A. & O.....	21c	60.00
Fieldmore Springs, A. & O.....	21c	60.00
Titusville, T. A. & O.....	23c	65.00

TOLEDO DIVISION.

Station and Position.	Rate for Sunday Work.	Rate per Month.
(BR) Tower, first trick L. & O.....	39c	\$ 81.00
Second trick L. & O.....	36c	76.00
Third trick L. & O.....	36c	76.00
Collinwood Shops, day C. & O.....	28c	80.00
Collinwood (ND) Off. first trick O.....	41c	86.00
Second trick O.....	40c	83.00
Third trick O.....	40c	83.00
Collinwood Adams Ave. Tower		
First trick L. & O.....	39c	82.00
Second trick L. & O.....	37c	77.00
Third trick L. & O.....	37c	77.00

Station and Position.	Rate for Sunday Work.	Rate per Month.	Station and Position.	Rate for Sunday Work.	Rate per Month.
Berea, first trick L. & O.....	36c	\$ 76.00	Norwalk, day T. A. & O.....	36c	\$ 85.00
Second trick L. & O.....	35c	72.00*	Night T. C. & O.....	31c	73.00
Third trick L. & O.....	35c	72.00	Bellevue, day T. A. & O.....	34c	80.00
Blmsted Falls, A. & O.....	26c	75.00	Night T. C. & O.....	30c	70.00
Chawville, A. & O.....	26c	75.00	Clyde, first trick T. A. & O.....	39c	82.00
Elyria Coal Chutes, first trick O.....	38c	80.00	Second trick T. C. & O.....	34c	70.00
Second trick O.....	36c	75.00	Third trick T. C. & O.....	34c	70.00
Third trick O.....	36c	75.00	Fremont, first trick O.....	34c	80.00
Elyria Jct., first trick L. & O.....	39c	81.00	Second trick T. C. & O.....	31c	72.00
Second trick L. & O.....	36c	76.00	Fremont (Electric Xing), day L.....	20c	58.00
Third trick L. & O.....	36c	76.00	Night L.....	20c	56.00
Amherst, first trick L. & O.....	36c	76.00	Lindsey, A. & O.....	26c	75.00
Second trick L. & O.....	35c	72.00	Elmore, agent.....	25c	73.00
Third trick L. & O.....	35c	72.00	Genoa, agent.....	27c	77.00
Vermilion, first trick S. T. & O.....	35c	72.00	Genoa (Electric Xing), day L.....	20c	58.00
Second trick S. T. & O.....	34c	70.00	Night L.....	20c	56.00
Third trick S. T. & O.....	34c	70.00	Short Line Jct. Tower		
Jeylon, first T. A. & O.....	36c	75.00	First trick L. & O.....	35c	72.00
Second trick O.....	32c	67.00	Second trick L. & O.....	33c	68.00
Third trick O.....	32c	67.00	Third trick L. & O.....	33c	68.00
Huron, first trick T. A. & O.....	36c	75.00	Parma Tower, first trick L. & O.....	30c	63.00
Second trick T. C. & O.....	32c	67.00	Second trick L. & O.....	30c	63.00
Third trick O.....	32c	67.00	Third trick L. & O.....	30c	63.00
Sandusky, B. & O. Tower			Regular relief agent.....		95.00
Day L. & O.....	24c	70.00	Regular relief leverman.....		84.00
Night L. & O.....	24c	70.00			
Sandusky Station, first trick O.....	36c	85.00			
Second trick O.....	34c	80.00			
Bay Jct. Tr., first trick L. & O.....	37c	77.00			
Second trick L. & O.....	37c	77.00			
Third trick L. & O.....	37c	77.00			
Venice, A. & O.....	24c	70.00			
Bay Bridge, agent.....	25c	73.00			
First trick S. T. & O.....	35c	72.00			
Second trick S. T. & O.....	34c	70.00			
Third trick S. T. & O.....	34c	70.00			
Day drawbridge tender.....	23c	65.00			
Night drawbridge tender.....	22c	62.00			
Danbury, first trick S. T. & O.....	35c	72.00			
Second trick S. T. & O.....	34c	70.00			
Third trick S. T. & O.....	34c	70.00			
Gypsum, A. & O.....	24c	70.00			
Port Clinton, first trick S. T. & O.....	35c	72.00			
Second trick S. T. & O.....	34c	70.00			
Third trick S. T. & O.....	34c	70.00			
Day drawbridge tender.....	23c	67.00			
Night drawbridge tender.....	22c	62.00			
La Carne, A. & O.....	27c	77.00			
Oak Harbor, agent.....	28c	80.00			
First trick S. T. & O.....	35c	72.00			
Second trick S. T. & O.....	34c	70.00			
Third trick S. T. & O.....	34c	70.00			
Rocky Ridge, A. & O.....	26c	75.00			
Graytown, A. & O.....	26c	75.00			
First trick O. & S. T.....	35c	72.00			
Second trick O. & S. T.....	34c	70.00			
Third trick O. & S. T.....	34c	70.00			
Martin, agent.....	28c	80.00			
First trick O. & S. T.....	35c	72.00			
Second trick O. & S. T.....	34c	70.00			
Third trick O. & S. T.....	34c	70.00			
Millbury, agent.....	26c	75.00			
First trick L. & O.....	36c	76.00			
Second trick L. & O.....	35c	72.00			
Third trick L. & O.....	35c	72.00			
Oberlin, day T. A. & O.....	36c	85.00			
Night T. C. & O.....	30c	70.00			
Oberlin Tower, day L.....	20c	58.00			
Night L.....	20c	56.00			
Kipton, A. & O.....	26c	75.00			
Wakeman, agent.....	26c	75.00			
Jollins, A. & O.....	26c	75.00			

L. E. & P. RAILROAD.

Station and Position.	Rate for Sunday Work.	Rate per Month.
Marcy, first trick Ph. C. & L.....	34c	\$ 70.00
Second trick Ph. C. & L.....	33c	68.00
Third trick Ph. C. & L.....	33c	68.00
Northfield, first trick A. & Ph. C.....	32c	67.00
Second trick Ph. C.....	32c	67.00
Third trick Ph. C.....	32c	67.00
Hugo, first trick A. & Ph. C.....	32c	67.00
Second trick Ph. C.....	32c	67.00
Third trick Ph. C.....	32c	67.00

MICHIGAN DIVISION.

Station and Position.	Rate for Sunday Work.	Rate per Month.
Vickers, first trick L. & O.....	37c	\$ 77.00
Second trick L. & O.....	35c	73.00
Third trick L. & O.....	35c	73.00
Oakdale Ave., first trick L.....	37c	77.00
Second trick L.....	36c	76.00
Third trick L.....	36c	76.00
Fasset Street, first trick L.....	34c	71.50
Second trick L.....	33c	69.00
Third trick L.....	33c	69.00
Maumee River Bdg., first trick L.....	36c	75.00
Second trick L.....	36c	75.00
Third trick L.....	36c	75.00
Wabash Tower, first trick L.....	37c	78.00
First trick L.....	36c	75.00
Second trick L.....	37c	78.00
Second trick L.....	36c	75.00
Third trick L.....	37c	78.00
Broadway, first trick L.....	35c	74.00
Second trick L.....	34c	70.00
Third trick L.....	33c	69.00
Swan Creek, first trick L.....	37c	77.00
Second trick L.....	36c	76.00
Third trick L.....	35c	74.00
Air Line Junction, operator.....	27c	78.00
Nasby Tower, first trick L. & O.....	37c	77.00
Second trick L. & O.....	35c	73.00
Third trick L. & O.....	35c	73.00

Station and Position.	Rate for Sunday Work.	Rate per Month.	Station and Position.	Rate for Sunday Work.	Rate per Month.
Holland, first trick A. O. & S. T.	37c	\$ 77.00	Blissfield, agent	26c	\$ 75.00
Second trick O. & S. T.	34c	71.00	First trick T. A. & O.	35c	72.00
Third trick O. & S. T.	33c	69.00	Second trick T. C. & O.	33c	68.00
Swanton, freight agent	23c	67.00	Third trick T. C. & O.	33c	68.00
First trick T. A. & O.	32c	74.00	Grosvenor, A. & O.	25c	72.00
Second trick T. C. & O.	29c	69.00	Palmyra, A. & O.	24c	70.00
Delta, freight agent	26c	75.00	Lenawee Junction, agent	26c	75.00
First trick T. A. & O.	32c	74.00	First trick T. A. & O.	36c	75.00
Second trick T. C. & O.	29c	69.00	Third trick T. C. & O.	33c	68.00
Wauseon, Wabash Tower, day L.	21c	59.00	Adrian, Wabash Tower, day L.	21c	59.50
Night L.	21c	59.00	Night L.	21c	59.50
Wauseon, D. T. & I. Tower			Adrian Station, first trick O.	42c	87.50
First trick L. & O.	37c	78.00	Second trick O.	36c	76.00
Second trick L. & O.	35c	73.00	Third trick O.	34c	71.00
Third trick L. & O.	35c	73.00	Adrian, D. T. & I. Tower, day L.	20c	58.00
Wauseon Station, day T. A. & O.	29c	83.00	Night L.	20c	58.00
Pettisville, A. & O.	26c	74.00	Cadmus, A. & O.	25c	72.00
Archbold, agent	25c	71.00	Clayton, A. & O.	31c	73.00
Day O. & C.	29c	69.00	Day C. & O.	29c	68.00
Night O.	29c	69.00	Hudson, day T. A. & O.	34c	81.00
Stryker, agent	25c	71.00	Night T. C. & O.	29c	68.00
Day T. A. & O.	32c	74.00	Pittsford, A. & O.	32c	77.00
Night T. C. & O.	29c	69.00	Day C. & O.	29c	68.00
Bryan Tower, first trick L. & O.	37c	77.00	Osseo, A. & O.	30c	70.00
Second trick L. & O.	35c	72.00	Operator	26c	62.00
Third trick L. & O.	35c	72.00	Hillsdale, first trick O.	41c	86.50
Melbern, A. & O.	26c	74.00	Second trick O.	36c	76.00
Edgerton, day T. A. & O.	28c	81.00	Third trick O.	33c	68.00
First trick S. T. & O.	34c	71.50	Ft. Wayne Jct., first trick L. & O.	36c	75.00
Second trick S. T. & O.	34c	71.50	Second trick L. & O.	34c	70.00
Third trick S. T. & O.	34c	71.50	Third trick L. & O.	34c	70.00
Butler, Wabash Tower, day L.	21c	59.00	Jonesville, day T. A. & O.	33c	78.00
Night L.	21c	59.00	Night T. C. & O.	30c	70.00
Butler Station, day T. A. & O.	26c	74.00	Jonesville G.W. Off., ass't A. & O.	24c	70.00
Waterloo Station, day T. A.	23c	67.00	Allen, A. & O.	25c	73.00
Waterloo Tr., first trick L. & O.	37c	78.00	Quincy, agent	28c	80.00
Second trick L. & O.	35c	73.00	Day T. A. & O.	33c	78.00
Third trick L. & O.	35c	73.00	Night T. C. & O.	29c	68.00
Corunna, A. & O.	31c	73.00	Coldwater, day T. A. & O.	40c	83.00
Day T. C. & O.	29c	69.00	Night T. C. & O.	33c	68.00
Kendallville, day T. A.	29c	83.00	Day C. & O.	33c	68.00
First trick L. & O.	37c	77.00	Batavia, A. & O.	24c	70.00
Second trick L. & O.	35c	72.00	Bronson, agent	27c	78.00
Third trick L. & O.	35c	72.00	T. A. & O.	33c	78.00
Brimfield, A. & O.	26c	74.00	Night T. C. & O.	29c	68.00
Wawaka, A. & O.	26c	74.00	Burr Oak, agent	27c	78.00
Ligonier, first trick T. A. & O.	40c	84.00	Day T. A. & O.	33c	78.00
Second trick T. C. & O.	34c	70.50	Night T. C. & O.	29c	68.00
Third trick T. C. & O.	34c	70.00	Sturgis, day T. A. & O.	35c	83.00
Millersburg, A. & O.	27c	78.00	Night T. C. & O.	29c	68.00
Goshen Depot, day T. A.	28c	79.00	Klinger Lake, A. & O.	24c	68.00
Goshen Tower, first trick L. & O.	37c	77.00	White Pigeon, first trk T. A. & O.	37c	78.00
Second trick L. & O.	35c	72.00	Second trick T. C. & O.	34c	70.00
Third trick L. & O.	35c	72.00	Third trick T. C. & O.	33c	68.00
Wagon Works, 1st trk T. A. & O.	43c	89.00	Vistula, A. & O.	24c	70.00
Second trick T. C. & O.	34c	71.00	Bristol, A. & O.	36c	75.00
Third trick T. C. & O.	34c	70.00	Day C. & O.	33c	68.00
West Toledo, A. & O.	32c	92.00	Night C. & O.	33c	68.00
(Z) Tower, first trick L. & O.	39c	82.00	Constantine, A. & O.	27c	78.00
Second trick L. & O.	37c	77.00	Day stationman	19c	56.00
Third trick L. & O.	37c	77.00	Three Rivers, day T. A. & O.	35c	83.00
Vulcan Tower, first trick L.	34c	70.00	Night T. C. & O.	29c	68.00
Second trick L.	34c	70.00	Moorepark, A. & O.	24c	70.00
Third trick L.	34c	70.00	Flowerfield, A. & O.	24c	70.00
Regular relief towerman, To- ledo Territory		60.00	Schoolcraft, agent	25c	73.00
Sylvania, A. & O.	32c	75.00	Day C. & O.	23c	65.00
C. & O.	29c	68.00	Kalamazoo, first trick C. & O.	35c	72.00
Ottawa Lake, A. & O.	26c	75.00	Second trick C. & O.	35c	72.00
Riga, A. & O.	24c	70.00	Third trick C. & O.	34c	70.00
			Kalamazoo South Yard, day O.	24c	68.00
			Cooper, day O.	23c	65.00
			Plainwell, agent	25c	72.00
			Day C. & O.	24c	70.00

Station and Position.	Rate for Sunday Work.	Rate per Month.
Otsego, day T. A. & O.....	27c	\$ 78.00
Allegan, day T. A. & O.....	33c	78.00
Operator	26c	62.00
Hopkins, A. & O.....	25c	72.00
Hilliards, A. & O.....	24c	70.00
Dorr, A. & O.....	24c	70.00
Byron Center, A. & O.....	24c	68.00
Wentworth, day O.....	23c	65.00
Grand Rapids, first trk T. A. & O.41c		86.00
Second trick T. C. & O.....	36c	75.00
Third trick C. & O.....	34c	70.00
Middlebury, A. & O.....	24c	68.00
Shipshewana, A. & O.....	24c	68.00

WESTERN DIVISION.

Station and Position.	Rate for Sunday Work.	Rate per Month.
Elkhart Station, day O.....	44c	\$ 91.50
First trick O.....	41c	85.00
Second trick O.....	38c	80.00
Third trick O.....	38c	80.00
Elkhart (B) Off., first trk L. & O.39c		82.00
Second trick L. & O.....	37c	77.50
Third trick L. & O.....	36c	75.50
Elkhart (B. C.) Off., day O.....	30c	86.50
Elkhart (W. G.) Office		
First trick L. & O.....	38c	79.00
Second trick L. & O.....	36c	75.00
Third trick L. & O.....	36c	75.00
Osceola, A. & O.....	27c	78.00
Mishawaka, day T. A. & O.....	30c	86.00
South Bend, day O.....	30c	87.50
Three I. Cross., first trick L. & O.37c		77.00
Second trick L. & O.....	35c	73.00
Third trick L. & O.....	35c	73.00
Lydick Tower, first trick L. & O.36c		75.00
Second trick L. & O.....	35c	72.00
Third trick L. & O.....	35c	72.00
New Carlisle, A. & O.....	30c	87.50
Day helper and O.....	24c	68.50
Rolling Prairie		
First trick A., O. & S. T....	40c	84.00
Second trick T. C., O. & S. T.34c		71.50
Third trick T. C., O. & S. T.34c		71.50
L. E. & W. Crossing		
First trick O. & L.....	37c	77.00
Second trick O. & L.....	35c	74.00
Third trick O. & L.....	35c	73.00
P. M. Crossing, first trick L. & O.37c		77.00
Second trick L. & O.....	35c	73.00
Third trick L. & O.....	35c	73.00
Pinola, agent and C. D. foreman.27c		76.50
Durham, first trick O. & S. T....	34c	71.50
Second trick O. & S. T....	34c	71.50
Third trick O. & S. T....	34c	71.50
Ottis, first trick O. & L.....	37c	77.00
Second trick O. & L.....	35c	73.00
Third trick O. & L.....	35c	73.00
Burdick, A. & O.....	26c	76.00
Chesterton, 1st trk T. C., C. & O.25c		72.00
Second trick T. C. & O.....	24c	69.50
Porter, first trick C. & O.....	18c	38.00
Second trick C. & O.....	17c	36.50
Third trick C. & O.....	17c	36.50
Norwood, first trick O.....	34c	71.50
Second trick O.....	33c	69.00
Third trick O.....	33c	69.00
First trick L.....	31c	65.00
Second trick L.....	31c	65.00
Third trick L.....	31c	65.00

Station and Position.	Rate for Sunday Work.	Rate per Month.
Millers, first trick A. & O.....	37c	\$ 76.50
Second trick T. C. & O.....	34c	70.00
Third trick T. C. & O.....	34c	70.00
Pine, first trick O. & L.....	40c	82.50
Second trick O. & L.....	37c	77.50
Third trick O. & L.....	37c	77.50
Indiana Harbor		
First trick T. A. & O.....	30c	86.00
Second trick T. C. & O.....	27c	77.50
B. & O. Tower, day L.....	29c	84.00
Night L.....	29c	84.00
West Tower, first trick L.....	40c	84.00
Second trick L.....	40c	84.00
Third trick L.....	38c	79.00
Whiting Tower, first trick L.....	37c	78.00
Second trick L.....	36c	76.00
Third trick L.....	36c	75.00
South Chicago, first trick O. & L.38c		80.00
Second trick O. & L.....	38c	80.00
Third trick O. & L.....	38c	80.00
71st St., first trick O. & L.....	38c	80.00
Second trick O. & L.....	38c	80.00
Third trick O. & L.....	38c	80.00
Englewood, day O.....	30c	86.50
Stock Yards Office, day C. & O.30c		86.50
Regular relief operator.....		85.00
Regular relief towerman.....		85.00

FRANKLIN DIVISION.

Station and Position.	Rate for Sunday Work.	Rate per Month.
Oil City, first trick T. A. & O.....	40c	\$ 82.50
Second trick O., T. & Frt. C.35c		72.50
Third trick O. & C.....	34c	70.00
Reno, A. & O.....	24c	70.00
Franklin, first trick O.....	38c	80.00
Second trick O.....	35c	72.50
Third trick O. & C.....	34c	70.00
Polk, A. & O.....	24c	70.00
Clerk.....	21c	60.00
Polk Jct. Tr., 1st trk O., L. & C.36c		76.00
Second trick L. & O.....	35c	74.00
Third trick L. & O.....	35c	74.00
Raymilton, first trick A. & O.....	24c	70.00
Sandy Lake, A. & O.....	24c	70.00
Stoneboro, first trick O.....	40c	82.50
Second trick O.....	36c	75.00
Third trick O.....	34c	70.00
Clarks Mill, A. & O.....	24c	70.00
Hadley, A. & O.....	24c	70.00
Amasa, first trick L. & O.....	37c	77.50
Second trick L. & O.....	35c	73.00
Third trick L. & O.....	35c	73.00
Osgood, agent	29c	82.50
Day T. A., O. & C.....	27c	77.50
Jamestown, agent.....	27c	78.00
Day O. & C.....	27c	78.00
Simons, A. & O.....	23c	65.00
Andover, T. A. & O.....	20c	58.00
Tower, first trick L. & O.....	38c	78.50
Second trick L. & O.....	36c	75.00
Third trick L. & O.....	36c	75.00
Thorn Hill, first trick L. & O.....	37c	77.50
Second trick L. & O.....	36c	75.00
Third trick L. & O.....	36c	75.00
Doughton Jct., first trick L. & O.37c		77.50
Second trick L. & O.....	36c	75.00
Third trick L. & O.....	36c	75.00
Coalburg, day A. & O.....	24c	70.00
Brookfield, first trick L. & O.....	37c	77.50
Second trick L. & O.....	35c	74.00
Third trick L. & O.....	35c	74.00

SCHEDULES AND WAGE SCALES.

Station and Position.	Rate for Sunday Work.	Rate per Month.	Station and Position.	Rate for Sunday Work.	Rate per Month.
Tyrell, A. & O.....	.25c	\$ 72.50	Norvell, A. & O.....	.30c	\$ 71.00
Fowler, A. & O.....	.25c	72.50	DN. O. & C.....	.29c	67.00
Kinsman, T. A. & O.....	.27c	77.50	Napoleon, A. & O.....	.25c	73.00
Williamsfield, A. & O.....	.26c	75.00	Ogden, A. & O.....	.22c	63.50
Leon, A. & O.....	.25c	72.50	Jasper, A. & O.....	.24c	70.00
Dorset Station, A. & O.....	.25c	72.50	Weston, A. & O.....	.25c	72.00
Tower, first trick L. & O. & C.....	.38c	80.00	Morenci, A. & O.....	.30c	85.00
Second trick L. & O.....	.36c	76.00	Fayette, A. & O.....	.26c	76.00
Third trick L. & O.....	.36c	76.00			
Jefferson, first trick T. A. & O.....	.34c	80.00			
Second trick T. C. & O.....	.30c	70.00			
Carson, first trick L. & O.....	.37c	77.50			
Second trick L. & O.....	.36c	75.00			
Third trick L. & O.....	.36c	75.00			
(OD) Tower, first trick L.....	.38c	80.00			
First trick L.....	.37c	77.50			
Second trick L.....	.38c	80.00			
Second trick L.....	.37c	77.50			
Third trick L.....	.38c	80.00			
Third trick L.....	.37c	77.50			
Ashtabula Harbor Bridge, day L.....	.24c	68.00			
Night L.....	.24c	68.00			
(SD) Depot, first trick O.....	.30c	86.00			
Ashtabula West Yard, day O.....	.25c	72.50			
Latimer, first trick L. & O.....	.37c	77.50			
Second trick L. & O.....	.35c	73.00			
Third trick L. & O.....	.35c	73.00			
Belmar, T. A., O. & C.....	.24c	70.00			
Van, A. & O.....	.24c	70.00			
Elmo, A. & O.....	.24c	70.00			
Shippenville, A. & O.....	.24c	70.00			
Limestone, A. & O.....	.24c	70.00			
Sutton, A. & O.....	.24c	70.00			
Regular relief agent.....		90.00			

DETROIT DIVISION.

Station and Position.	Rate for Sunday Work.	Rate per Month.	Station and Position.	Rate for Sunday Work.	Rate per Month.
Detroit Frt. Office, O. & Q.....	.26c	\$ 76.00	Lansing, T. A. & O.....	.27c	\$ 78.00
Trenton Interl. first trick L. & O.....	.38c	80.00	Dimondale, A. & O.....	.25c	72.50
Second trick L. & O.....	.36c	76.00	Eaton Rapids, A. & O.....	.30c	86.00
Third trick L. & O.....	.36c	76.00	Stationman.....	.19c	54.00
Trenton, A. & O.....	.27c	77.00	Springport, A. & O.....	.28c	81.00
Rockwood, day A., O. & pumpman.....	.39c	82.00	Stationman.....	.17c	49.00
DN. T. A. & O.....	.34c	70.00	Devereaux, A. & O.....	.24c	69.00
Third trick O.....	.33c	68.00	Albion, agent.....	.34c	96.50
Newport, first trick A. & O.....	.37c	77.00	O. & C.....	.27c	77.50
Second trick O. & C.....	.33c	68.00	Homer, A. & O.....	.27c	78.50
Third trick O.....	.33c	68.00	Stationman.....	.17c	49.00
Monroe (Elec. Csg.), day L.....	.16c	45.00	Litchfield, A. & O.....	.27c	78.50
Night L.....	.16c	45.00	Stationman.....	.19c	55.00
Monroe, first trick T. A. & O.....	.41c	85.00	Jackson, day O. & C.....	.26c	75.00
Second trick O. & T. C.....	.35c	73.00	Night O. & C.....	.24c	68.00
Third trick O.....	.33c	68.00	Horton, agent.....	.23c	65.00
Vienna, first trick A. & O.....	.35c	73.00	Hanover, A. & O.....	.34c	81.00
Second trick O. & C.....	.33c	68.00	C. & O.....	.27c	62.50
Third trick O. & C.....	.33c	68.00	Mosherville, A. & O.....	.26c	76.00
Monroe (P. M. Csg.), day L.....	.22c	62.00	Bankers, A. & O.....	.24c	69.00
Night L.....	.21c	60.00	Reading, A. & O.....	.31c	90.00
Strasburg, agent.....	.22c	64.00	C. & O.....	.23c	65.00
Ida, A. & O.....	.25c	71.00	Montgomery, agent.....	.26c	74.00
Petersburg, A. & O.....	.25c	71.00	Day-C. & O.....	.27c	62.50
Deerfield, A. & O.....	.26c	75.00	Night C. & O.....	.27c	62.50
Lenawee Jct., 2d trk T. C. & O.....	.35c	72.00	Ray, A. & O.....	.26c	75.00
Tecumseh, day T. A. & O.....	.26c	75.00	Stationman.....	.18c	51.00
DN. T., Frt. C. & O.....	.22c	62.00	Fremont, A. & O.....	.37c	88.00
Clinton, A. & O.....	.25c	73.00	C. & O.....	.28c	65.00
Day O. & C.....	.29c	68.00	Angola, agent.....	.32c	92.00
DN. O. & C.....	.29c	67.00	Day T. A. & O.....	.35c	83.00
Manchester, day T. A. & O.....	.34c	80.00	DN. O. & C.....	.28c	66.00
DN. T., Frt. C. & O.....	.29c	68.00	Pleasant Lake, agent.....	.29c	84.00
			Day O. & C.....	.28c	66.00
			Night O.....	.27c	63.50
			Summit, A. & O.....	.24c	70.00
			Auburn, agent.....	.32c	91.00
			Day T. A. & O.....	.35c	83.00
			DN. O. & C.....	.30c	70.00
			Auburn Jct., A. & O.....	.36c	83.50
			C. & O.....	.25c	58.00
			New Era, A. & O.....	.23c	65.00
			Fort Wayne, first trick O. & C.....	.19c	40.50
			Second trick O. & C.....	.19c	40.50
			Third trick O. & C.....	.19c	39.50
			North Yard, operator.....	.11c	32.50
			North Adams, A. & O.....	.31c	73.50
			C. & O.....	.27c	62.50
			Jerome, A. & O.....	.24c	67.50
			Somerset Center, A. & O.....	.23c	65.00
			Somerset, A. & O.....	.23c	65.00
			Woodstock, agent.....	.21c	61.50
			Brooklyn, A. & O.....	.24c	70.00
			Stationman.....	.17c	49.00
			Bridgewater, A. & O.....	.24c	68.50
			Saline, A. & O.....	.26c	75.00
			Stationman.....	.17c	49.00
			Ypsilanti, A. & O.....	.32c	93.00
			O. C.....	.22c	62.00

Dundee Branch.

Station and Position.	Rate for Sunday Work.	Rate per Month.
Moscow, A. & O.....	23c	\$ 66.00
Addison, A. & O.....	25c	71.00
Stationman	17c	50.00
Onsted, A. & O.....	25c	71.00
Stationman	17c	50.00
Tipton, A. & O.....	22c	62.50
Tecumseh Jct., agent.....	29c	84.50
First trick O. & C.....	33c	69.00
Second trick O. & C.....	33c	68.00
Third trick O. & C.....	33c	68.00
Ridgeway, A. & O.....	21c	61.50
Britton, A. & O.....	23c	65.00
Rea, A. & O.....	22c	62.50

ALLIANCE DIVISION.

Station and Position.	Rate for Sunday Work.	Rate per Month.
Newton Falls, A. & O.....	24c	\$ 70.00
C. & O.....	20c	56.00
Palmyra, A. & O.....	24c	67.50
Davis, A. & O.....	23c	66.00
Deerfield, A. & O.....	24c	70.00
North Benton, A. & O.....	23c	66.00
Alliance Yards, first trick O.....	35c	73.50
Second trick O.....	31c	65.00
Third trick O.....	30c	62.50
Mt. Union, A. & O.....	24c	68.00
Freeburg, A. & O.....	32c	67.50
Second trick O.....	29c	60.00
Third trick O.....	29c	60.00
Paris, A. & O.....	24c	67.50
Minerva, agent	26c	76.00
First trick C. & O.....	31c	65.00
Second trick C. & O.....	31c	65.00
Third trick C. & O.....	30c	63.00
Augusta, A. & O.....	24c	67.50
Watheys, Blk. O.....	21c	60.00
Mechanicstown, A. & O.....	24c	67.50
Wattsville, A. & O.....	23c	66.00
Bergholz, agent	26c	76.00
First trick C. & O.....	31c	65.00
Second trick C. & O.....	31c	65.00
Third trick C. & O.....	30c	63.00
Amsterdam, agent	24c	70.00
First trick C. & O.....	31c	64.00
Second trick C. & O.....	31c	64.00
Third trick C. & O.....	30c	63.00
Germano, A. & O.....	23c	67.00
Hopedale, A. & O.....	23c	67.00
Piney Fork, A. & O.....	26c	76.00
First trick C. & O.....	31c	65.00
Second trick C. & O.....	31c	65.00
Third trick C. & O.....	30c	63.00
Dillonvale, A. & O.....	32c	75.00
C. & O.....	28c	65.00

ILLINOIS DIVISION.

Station and Position.	Rate for Sunday Work.	Rate per Month.
Olivers, first trick O.....	36c	\$ 76.00
Second trick O.....	35c	74.00
Third trick O.....	36c	74.00
Ginger Hill, first trick O.....	25c	59.00
Second trick O.....	25c	59.00
North Liberty, A. & O.....	24c	68.00
Tower, day L.....	19c	55.00
Night O. & L.....	23c	65.00

Station and Position.	Rate for Sunday Work.	Rate per Month.
Walkerton, agent.....	28c	\$ 81.00
First trick O.....	31c	64.00
Second trick O.....	31c	64.00
Third trick O.....	31c	64.00
Hamlet, A. & O.....	26c	75.00
Knox, agent	30c	85.00
First trick O.....	28c	65.00
Second trick O.....	27c	63.00
North Judson, agent.....	30c	87.00
First trick O.....	34c	70.00
Second trick O.....	32c	67.50
Third trick O.....	31c	66.00
San Pierre, A. & O.....	22c	63.00
Gates .....	..	5.00
Tefft, A. & O.....	22c	63.00
Wheatfield, A. & O.....	28c	66.00
Pump .....	..	10.00
Second trick O.....	27c	63.00
DeMotte, A. & O.....	22c	63.00
Illinoi, A. & O.....	23c	65.00
C. & E. I. Jct., first trick O. & L.....	33c	68.00
Second trick O. & L.....	33c	68.00
Third trick O. & L.....	33c	68.00
Momence, A. & O.....	36c	84.00
C. & O.....	31c	73.00
Exline, day O.....	23c	65.00
Kankakee, operator.....	35c	83.00
Operator	33c	77.00
Goodrich, A. & O.....	23c	65.00
Union Hill, A. & O.....	22c	62.00
Pump .....	..	10.00
Reddick, A. & O.....	25c	72.00
Dwight, A. & O.....	38c	89.00
C. & O.....	32c	74.00
Budd, A. & O.....	23c	65.00
Streator, first trick O.....	36c	76.00
Second trick O.....	35c	74.00
Third trick O.....	36c	76.00
Milla, day O.....	23c	65.00
Lostant Tower, day L.....	19c	55.00
Night O. & L.....	23c	67.00
Station, A. & O.....	25c	73.00
McNabb, A. & O.....	24c	68.00
Granville, agent	28c	81.00
First trick O.....	33c	69.00
Second trick O.....	32c	67.00
Third, trick O.....	31c	64.00
Moronts, A. & O.....	24c	68.00
De Pue, agent.....	32c	91.00
First trick O. & C.....	31c	66.00
Second trick O. & C.....	31c	66.00
Third trick O. & C.....	31c	66.00
Howe, T. C. & O.....	23c	66.00
Seatonville, A. & O.....	36c	76.00
Second trick O.....	30c	63.00
Third trick O.....	30c	63.00
Ladd, agent	30c	85.00
First trick O.....	32c	67.00
Second trick O.....	32c	67.00
Gibson, operator.....	38c	89.00
Operator	38c	89.00
Highlands Tower, day L.....	22c	62.00
Night L. & O.....	23c	67.00
Highlands, A. & O.....	23c	66.00
St. John, A. & O.....	25c	73.00
Cook, A. & O.....	24c	68.00
North Hayden, agent.....	24c	68.00
Night O.....	21c	59.00
Belshaw, A. & O.....	22c	64.00
Schneider, agent	34c	97.00
Tower, first trick O. & L.....	36c	76.00
Second trick O. & L.....	36c	76.00
Third trick O. & L.....	36c	76.00

Station and Position.	Rate for Sunday Work.	Rate per Month.	Station and Position.	Rate for Sunday Work.	Rate per Month.
Conrad, A. & O.....	29c	\$ 67.00	Tab, A. & O.....	33c	\$ 69.00
Second trick O.....	25c	69.00	Pump		10.00
Enos, A. & O.....	23c	67.00	Second trick O.....	30c	63.00
Morocco, agent	25c	72.00	Third trick O.....	30c	63.00
Pump		10.00	Stewart, A., O. & L.....	24c	68.00
Tower, first trick O. & L.....	31c	66.00	Night L.....	19c	55.00
Second trick O. & L.....	31c	66.00	Sloan, agent	23c	65.00
Third trick O. & L.....	31c	66.00	Tower, first trick O. & L.....	31c	65.00
Ade, A. & O.....	24c	70.00	Second trick O. & L.....	31c	65.00
Kentland, agent	30c	87.00	Third trick O. & L.....	31c	65.00
Operator	24c	70.00	Allison, A. & O.....	24c	68.00
Sheff, agent	32c	91.00	Campbell, A. & O.....	33c	68.00
Tower, first trick O. & L.....	35c	74.00	Pump		10.00
Second trick O. & L.....	35c	74.00	Second trick O.....	30c	63.00
Third trick O. & L.....	35c	74.00	Third trick O.....	30c	63.00
Free, A. & O.....	23c	67.00			
Dunn, A. & O.....	32c	67.00			
Second trick O.....	30c	63.00			
Third trick O.....	30c	63.00			
Handy, A., O. & L.....	38c	80.00			
Second trick O. & L.....	31c	66.00			
Third trick O. & L.....	31c	65.00			

F. H. WILSON,
General Superintendent.
F. M. SMITH,
General Superintendent.

Approved:
A. S. INGALLS,
Asst. General Manager.

The New York, Chicago & St. Louis Railroad Company

(EFFECTIVE MARCH 1, 1916.)

WAGE SCALE.

Minimum rate of pay for positions shown herein shall be \$65.00 per month, exclusive of overtime.

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Buffalo, city ticket office.....	\$ 97.20	Ripley, agent.....	\$ 90.00
Buffalo Jct., first trick operator (mgr.)	80.50	First trick operator.....	70.00
Middle trick operator.....	74.50	Second trick operator.....	70.00
Second trick operator.....	74.50	Third trick operator.....	70.00
Third trick operator.....	74.50	State Line, agent.....	68.00
Tiftt Yard, first trick operator.....	74.50	North East, first trick operator.....	72.00
Second trick operator.....	74.50	Second trick operator.....	72.00
Third trick operator.....	74.50	Third trick operator.....	72.00
West Seneca, first trick operator.....	70.00	Moorheads, agent and operator.....	70.00
Second trick operator.....	70.00	Harbor Creek, agent and operator....	72.00
Third trick operator.....	70.00	Erie, day operator and ticket agent..	80.50
Angola, first trick operator.....	70.00	Second trick operator.....	74.50
Second trick operator.....	70.00	Third trick operator.....	74.50
Third trick operator.....	70.00	Cascade, first trick operator.....	72.00
Irving, second trick operator.....	70.00	Second trick operator.....	72.00
Third trick operator.....	70.00	Third trick operator.....	72.00
Silver Creek, first trick operator.....	74.50	Esmer, first trick operator.....	72.00
Second trick operator.....	74.50	Second trick operator.....	72.00
Third trick operator.....	74.50	Swanville, agent and operator.....	72.00
West End Double Track		Fairview, agent and operator.....	74.50
First trick opr. and targetman..	80.50	Wallace Jct., first trick operator...	74.50
Second trick opr. and targetman..	80.50	Second trick operator.....	74.50
Third trick opr. and targetman..	80.50	Third trick operator.....	74.50
Dunkirk Depot, day operator.....	77.25	Girard, agent	70.00
Brocton, agent	77.25	Elk Creek, agent.....	65.00
Clerk and operator.....	70.00	Thornton Jct., agent and operator...	74.50
Brocton Yard, first trick operator....	74.50	Second trick opr. and targetman..	70.00
Second trick operator.....	74.50	Third trick opr. and targetman..	70.00
Third trick operator.....	74.50	Springfield, agent and operator.....	72.00
Portland, agent and operator.....	86.00	Crayton, agent and operator.....	70.00
Westfield, agent	90.00	Conneaut Disp. Off., first trick opr..	84.75
First trick operator.....	70.00	Second trick operator.....	84.75
Second trick operator.....	70.00	Third trick operator.....	84.75
Third trick operator.....	70.00	Relief agent	97.20
		Copiers	84.75
		Conneaut Yard, first trick opr. (mgr.)	80.50
		Middle trick operator.....	74.50
		Second trick operator.....	74.50
		Third trick operator.....	74.50

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Kingsville, agent and operator.....	\$ 77.25	Colby, agent and operator.....	\$ 72.00
Second trick operator.....	70.00	Second trick operator.....	70.00
Third trick operator.....	70.00	Third trick operator.....	70.00
Ashtabula, clerk and operator.....	74.00	Green Springs, agent and operator....	70.00
Ashtabula Siding, first trick operator..	70.50	Green Springs Jet.	
Second trick operator.....	70.50	First trick opr. and targetman..	74.50
Third trick operator.....	70.50	Second trick opr. and targetman..	70.00
Saybrook, agent and operator.....	70.00	Third trick opr. and targetman..	70.00
Geneva, agent and operator.....	94.00	Old Fort, agent and operator.....	72.00
Unionville, agent and operator.....	70.00	Narlio, agent and operator.....	90.00
Madison, agent.....	75.50	Clerk and operator.....	65.00
First trick operator.....	70.00	Maple Grove, agent and operator....	77.25
Second trick operator.....	70.00	Second trick opr. and targetman..	70.00
Third trick operator.....	70.00	Third trick opr. and targetman..	70.00
Perry, agent and operator.....	72.00	Hers, agent and operator.....	70.00
Painesville, first trick operator.....	70.50	Fostoria, first trick operator (mgr.)..	80.50
Second trick operator.....	70.50	Second trick operator.....	74.50
Third trick operator.....	70.50	Third trick operator.....	74.50
Mentor, agent and operator.....	74.50	Arcadia, agent and operator.....	72.00
Willoughby, agent and operator.....	88.50	Second trick operator.....	70.00
Night operator.....	70.00	Mortimer, agent.....	85.00
Wickliffe, agent and operator.....	74.50	First trick operator.....	70.00
Euclid, agent.....	90.75	Second trick operator.....	70.00
First trick operator.....	70.50	Third trick operator.....	70.00
Second trick operator.....	70.50	McComb, agent.....	32.50
Third trick operator.....	70.50	First trick operator.....	70.00
Woodland, first trick operator.....	74.50	Second trick operator.....	70.00
Second trick operator.....	74.50	Third trick operator.....	70.00
Third trick operator.....	74.50	Townwood, agent and operator.....	70.00
East End Double Track, first trick opr.	74.50	Second trick operator.....	70.00
Second trick operator.....	74.50	Leipsic Jct., first trick operator....	80.50
Third trick operator.....	74.50	Second trick operator.....	74.50
Cleveland Gen. Office, manager.....	104.75	Third trick operator.....	74.50
Operators.....	94.00	West Leipsic, agent and operator....	90.00
Operators.....	82.00	Millers City, agent and operator....	72.00
Cleveland Disp. Office, relief agent...	97.20	Second trick operator.....	70.00
Copiers.....	84.75	Kiefersville, agent and operator....	68.50
Cleveland Yard, first trick opr. (mgr.)	84.75	Continental, first trick operator....	80.50
Second trick operator.....	84.75	Second trick operator.....	74.50
Third trick operator.....	84.75	Third trick operator.....	74.50
Operator.....	84.75	Oakwood, agent and operator.....	74.50
Rocky River, agent.....	90.00	Second trick operator.....	70.00
First trick operator.....	74.50	Third trick operator.....	70.00
Second trick operator.....	74.50	Melrose, agent and operator.....	68.50
Third trick operator.....	74.50	Broughton, agent and operator....	74.50
Dover, agent and operator.....	72.00	Latty, first trick opr. and targetman..	70.00
Avon, agent and operator.....	72.00	Second trick opr. and targetman..	70.00
Sheffield, day operator and clerk.....	74.50	Third trick opr. and targetman..	70.00
South Lorain, clerk and operator.....	75.50	Briceton, agent and operator.....	72.00
East Lorain, first trick operator.....	74.50	Worstville, agent and operator....	68.50
Second trick operator.....	74.50	Payne, first trick operator.....	70.50
Third trick operator.....	74.50	Second trick operator.....	70.00
Vermilion, agent.....	83.00	Third trick operator.....	70.00
First trick operator.....	70.00	Edgerton, agent and operator.....	72.00
Second trick operator.....	70.00	New Haven, agent.....	85.00
Third trick operator.....	70.00	First trick operator.....	70.00
Berlin Heights, agent and operator....	70.00	Second trick operator.....	70.00
Shinrock, agent and operator.....	72.00	Third trick operator.....	70.00
Second trick operator.....	70.00	Ft. Wayne Disp. Off., first trick opr.	84.75
Third trick operator.....	70.00	Middle trick operator.....	84.75
Avery, agent and operator.....	74.50	Second trick operator.....	84.75
Kimball, agent.....	74.00	Third trick operator.....	84.75
First trick opr. and targetman....	70.50	Middle trick operator.....	84.75
Second trick opr. and targetman..	70.50	Relief agents.....	97.20
Third trick opr. and targetman..	70.50	Copiers.....	84.75
Bellevue Yard, first trick opr. (mgr.)	80.50	Ft. Wayne Yard, first trick opr. (mgr.)	80.50
Middle trick operator.....	74.50	Second trick operator.....	74.50
Second trick operator.....	74.50	Third trick operator.....	74.50
Third trick operator.....	74.50	Dunfee, agent and operator.....	72.00
Bellevue Depot, first trick operator..	80.50	Second trick operator.....	70.00
Second trick operator.....	70.00	Third trick operator.....	70.00
Third trick operator.....	70.00	Raber, agent and operator.....	68.50
		Peabody, agent and operator.....	72.00

Station and Position.	Rate per Month.
South Whitley, agent.....	\$ 75.00
First trick operator.....	70.00
Second trick operator.....	70.00
Third trick operator.....	70.00
Sidney, agent and operator.....	72.00
Packertown, agent and operator.....	72.00
Claypool, agent.....	82.50
First trick operator.....	70.00
Second trick operator.....	70.00
Third trick operator.....	70.00
Burket, agent and operator.....	72.00
Mentone, agent and operator.....	77.25
Tippacanoe, agent and operator.....	72.00
Second trick operator.....	70.00
Argos, agent.....	75.00
First trick operator.....	70.00
Second trick operator.....	70.00
Third trick operator.....	70.00
Hibbard, agent and operator.....	82.75
Second trick opr. and targetman..	70.35
Third trick opr. and targetman..	70.35
Burr Oak, agent and operator.....	70.00
Ober, agent and operator.....	68.50
Knox, agent.....	102.50
First trick operator.....	74.50
Second trick operator.....	70.00
Third trick operator.....	70.00
Brems, agent and operator.....	72.00
Thomaston, agent, opr. and targetman	72.00
South Wanatah, agent.....	75.00
First trick opr. and targetman..	70.00
Second trick opr. and targetman..	70.00
Third trick opr. and targetman..	70.00
Valparaiso, agent.....	97.00
First trick operator.....	70.00
Second trick operator.....	70.00
Third trick operator.....	70.00
Wheeler, agent and operator.....	72.00
Hobart, agent.....	90.00
First trick operator.....	70.00
Second trick operator.....	70.00
Third trick operator.....	70.00
South Gary, agent.....	81.00
Day operator and targetman.....	68.50
East End Double Track, first trick opr.	74.50
Second trick operator.....	74.50
Third trick operator.....	74.50
Osborn, first trick operator.....	72.50
Second trick operator.....	72.50
Third trick operator.....	72.50
Hammond, first trick operator.....	74.50
Second trick operator.....	74.50
Burnham, agent.....	84.00
Day operator.....	74.50
Stony Island, first trick opr. (mgr.)..	80.50
Middle trick operator.....	74.50
Second trick operator.....	74.50
Third trick operator.....	74.50
U. S. Yards, clerk and operator.....	72.50
Chicago, freight house.....	94.00
City Office.....	94.00
Asst. city ticket agent and opr..	85.25

of service will be arranged in conformity with positions of the same relative importance covered by this schedule.

RULE II.

Promotions or assignments shall only be made when vacancies occur or when new positions are established, and shall be governed by fitness and age in the service, determination of the matter to be in accordance with Rule 127, Company Book of Rules. At the end of each calendar month notice shall be given by bulletin of all vacancies in positions shown in the wage scale. The oldest telegrapher in the service applying for any one position with sufficient ability will be entitled to the assignment. All bulletins of vacancies will be sent to all offices shown in the wage scale, and the proper official will acknowledge receipt of all applications by letter notice, specifying the successful applicants, sending copy to local chairman. Applications for such positions must be made within ten (10) days, assignments to be made within three (3) days thereafter, and same to be filled within twenty (20) days from date of bulletin.

Telegraphers in general office, Cleveland, Ohio, will be advanced according to seniority as vacancies occur, and only the last trick advertised. In case of reduction of force they will be set back in the same order in which they entered the office, retaining seniority on the division from which transferred. Vacancies in last trick in this office will be advertised on all divisions.

Vacancies in agencies will be bulletined for seven (7) days at the time such vacancies occur, application to be made within ten (10) days and position to be filled within twenty (20) days after date of bulletin.

Applications may be made for one or more vacancies. Those declining promotion to any position will not forfeit right to it or any other position when vacancies occur. In the event of a reduction of force at any telegraph station, the telegraphers at that station will move back on tricks according to age in service, retaining their rate of pay, and it shall be the junior telegrapher in the service who shall be displaced at that station. In increasing the force at any station, the last trick will be considered the new position and will be filled in accordance with the first paragraph of this rule, the telegraphers at such stations moving up on tricks. Telegraphers whose positions have been abolished may take the positions of the youngest regular appointed telegrapher and retain their seniority.

A list of telegraphers covered by this schedule will be prepared semi-annually on the first day of January and July, or as soon thereafter as practicable, according to age in the service, and four copies furnished the telegraphers' committee. A telegrapher may obtain his standing on application to the superintendent of telegraph.

RULE I.

The following rules will apply to employees of the New York, Chicago & St. Louis Railroad at the positions shown in the accompanying wage scale.

When additional positions of like character are created compensation, duties and hours

RULE III.

No telegrapher will be suspended or discharged without just cause. Within ten days of suspension or discharge, if telegrapher chooses, he will have the right to be heard by the proper division officer, and will have the right to summon witnesses

who will have a fair and impartial examination. In cases of conflicting testimony, those whose evidence conflicts, may be examined together. If exonerated from blame, he will be reinstated and paid for time lost. He shall be notified as promptly as possible of the decision made. He has the privilege of appealing to higher officers of the company.

RULE IV.

(Effective August 1st, 1916.)

Telegraphers will only be required to perform such work on Sundays as may be necessary to protect the company's interest, but when required to perform any service on Sundays will be paid overtime pro rata based on calendar month for all such service in addition to their regular wages. The Sunday hours shall be within the regularly assigned weekday hours and shall be consecutive.

An allowance of 50 cents will be paid for reporting on duty for Sunday service, this to include the first hour's service. This allowance does not apply if entire trick is worked.

RULE V.

Telegraphers covered by this agreement who have been in the service for one year or longer, and who are required to be on duty daily, will be permitted to enjoy the same privilege and under the same conditions as to vacations as employees in other departments of the service, namely twelve (12) working days in any one year. In the case of extra operators, not regularly assigned, where they have worked 75 percent of the time in any one year, consideration will be given as to vacation allowance.

When a regularly assigned telegrapher is relieved for a period of one (1) week or more, the next ranking telegrapher in the office affected will be entitled to fill the position during such absence, provided such changes can be made within the hours of service law, but will not be entitled to any overtime or other allowance for doubling in order to make such changes. This does not apply to relief of agents, except where the service of relief agent is not available.

RULE VI.

Telegraphers acting as witnesses, or attending court under instruction from any official of the company, will be allowed their expenses and the actual time which would have been earned by them if on duty. If such attendance is outside of regularly assigned hours, actual time at overtime rate will be allowed; and all mileage and other expenses earned by such attendance shall be reimbursed to the company.

RULE VII.

At stations where one telegrapher is employed in 24 hours, eleven consecutive hours commencing between 6:00 and 8:00 a. m. or 6:00 and 8:00 p. m., including meal hour, will constitute a day's work.

In two-trick offices nine (9) consecutive hours, including meal hour, shall constitute a day's work. In three (3) or more trick offices, eight (8) consecutive hours without any right of meal time shall constitute a day's work.

On tricks of over nine (9) hours the meal hour shall be between 11:30 and 1:30, day or night. If not relieved sixty (60) consecutive minutes within the time specified, one hour overtime will be allowed. When meal hour is missed, thirty (30) minutes will be allowed for lunch at first opportunity. Time for meals on tricks of eight (8) hours or less will be granted when it can be done without detriment to the service. Dispatcher will advise telegrapher when allowing him to go, how long he may be out, and if this is not done, time will be one hour.

Agents required to perform any service after expiration of regular assigned hours will be allowed overtime computed as per Rule XIV.

RULE VIII.

Telegraphers employed at stations will be required to do a reasonable amount of station work when it does not interfere with their telegraph duties, and any telegrapher considering himself overworked may complain to the superintendent and, if complaint is well founded, relief will be granted.

RULE IX.

Telegraphers will not be required to attend switch lamps or scrub depots, offices or outbuildings where there are other employees available for this duty. They will not be required to clean snow from station platforms.

At points where telegraphers are required to handle switch lamps, street lamps or railroad crossing lamps, the telegrapher having charge of same will be allowed additional compensation at the rate of fifty cents per month for each lamp, with a minimum of one dollar per month for such work.

At points where telegraphers are required to handle crossing gates, each telegrapher handling same will be allowed additional compensation of five dollars (\$5.00) per month for such work.

RULE X.

Telegraphers working extra will receive the same compensation as applies to the position they fill, and when deadheading by order of proper official to working points, will be allowed full pay for actual time consumed on train going and returning, the basis for such pay being the salary of the employees relieved.

Thirty minutes and less than sixty minutes will be considered one hour, less than thirty minutes will not be counted, time to be computed from time train is due to leave until arrival at destination.

When regularly assigned telegraphers are transferred from their regular positions to work extra in some other town or city, they will be paid \$1.00 per calendar day for expenses in addition to the regular rate of pay, computed until they return to their regular position or are relieved; when transferred to work extra in the same office in the same city or town, no expense allowance shall be made; when transferred to work extra in another office in the same town or city, they shall be paid only the increased expense, if any, reasonably and actually incurred, not exceeding, however, \$1.00 per

day. When telegraphers working in the same office are temporarily transferred from one trick to another, by order of the company, the change shall be so made as to prevent such telegrapher from losing any time.

When telegraphers covered by this agreement are transferred to accept a bulletined position or otherwise by order of the company, they will be furnished free transportation for themselves, families and effects, and will be allowed pay while in transit, at the rate to be received in the new position.

An allowance not exceeding fifteen dollars (\$15.00) per month for expenses will be made to regular relief agents.

RULE XI.

Telegraphers summoned to perform any service outside of regular hours will be allowed seventy-five cents (75c) for the first hour or fraction thereof. If held on duty longer than one hour, overtime rate will be allowed for each succeeding hour.

RULE XII.

Overtime will be allowed telegraphers for all hours worked in excess of regular established hours, and will be paid for at the minimum rate of thirty-five cents (35c) per hour.

When the regular rate is higher than the overtime rate, overtime will be paid pro rata.

Overtime will not be allowed, unless overtime slips are sent to proper official within forty-eight (48) hours from the time of service. When overtime is not allowed, notice with explanation will be given.

RULE XIII.

Telegraphers performing duties under emergency conditions at temporary offices shall receive three dollars and fifty cents (\$3.50) per day of ten (10) hours, or less, with overtime after ten (10) hours, at regular overtime rate, and will be allowed one dollar (\$1.00) per day for expenses.

RULE XIV.

In computing overtime, thirty (30) minutes and less than sixty (60) minutes will be considered one hour. Less than thirty (30) minutes shall not be counted. Telegraphers will be promptly notified when claims for overtime or compensation on any other account are not allowed.

RULE XV.

Telegraphers who are required to give bond, will not be required to pay the premium on such bond.

RULE XVI.

There will be no permanent trading of positions. Telegraphers who exchange positions will still hold their original positions

and in case of vacancy, it will be the original position that will be bulletined.

RULE XVII.

When ten (10) or more cells of battery are in use at a station, telegraphers will not be required to clean them.

RULE XVIII.

Telegraphers who have been in the service for two years or more, except in case of sickness or disability will, if conditions permit, be granted leave of absence for ninety (90) days upon request and at the end of that time or before may resume their regular position, losing only the actual time off duty. Only one such ninety (90) day leave of absence will be granted in any one year. Representatives of the telegraphers acting in such capacity will be granted leave of absence when desired.

RULE XIX.

Telegraphers who have been in the service one year or longer will be furnished division annual passes; ten years or longer, system annual passes.

RULE XX.

The following positions shown in the wage scale shall not be subject to the provisions of Rules IV, VII, XI and XII, relative to overtime and hours of service:

Westfield	agent
Ripley	agent
Elk Creek.....	agent
Madison	agent
Euclid	agent
Rocky River.....	agent
Vermillion	agent
Kimball	agent
Narlo.....	clerk and operator
Mortimer	agent
McComb	agent
New Haven.....	agent
South Whitley.....	agent
Claypool	agent
Argos	agent
Knox	agent
South Wanatah.....	agent
Valparaiso	agent
Hobart	agent
Burnham	agent

RULE XXI.

It is agreed that thirty (30) days' notice will be given by either the telegraphers or the company of a desire to deviate from this schedule.

A. W. JOHNSTON,
Asst. to the President.

Cleveland, Ohio, September 1, 1916.

For the Telegraphers:

F. F. COWLEY,
General Chairman.

New York, Susquehanna & Western Railroad Wilkesbarre & Eastern Railroad

(EFFECTIVE OCTOBER 1, 1917.)

In settlement of matters in controversy between the New York, Susquehanna & Western R. R., and the Wilkesbarre & Eastern R. R., and their employes designated in Article I of this agreement, and the attached wage scale, which have been submitted to mediation, the following agreement has been reached between the above-named companies and the committees representing their above-described employes.

ARTICLE I.

Effective October 1, 1917, the following rules will govern the service of employes required to perform the duties of a telegrapher (whether termed agent, assistant agent, or clerk) and telephone operators connected with the movement of trains; also such-exclusive agents and others whose positions are included in the wage scale.

ARTICLE II.

When new positions are created, the compensation therefor will be fixed in conformity with that paid for similar positions.

In the event that telephoners are substituted for telegraphers as specified in this agreement, the same rules and compensation will apply to them.

ARTICLE III.

Employes suspended, or dismissed, may refer their case by written statement to the superintendent; within ten days, if possible, after the receipt of said statement, the case will have a thorough investigation and a decision will be given. Employes involved are allowed to choose one or more employes in their class of service in good standing to represent them at the investigation, and may be present and hear all the evidence in the case. When the result of the investigation is unsatisfactory, and the facts justify, the right to appeal is conceded. When found blameless, the employe shall be reinstated and receive full pay for the time lost.

ARTICLE IV.

All employes are in line for promotion, advancement depending upon faithful discharge of duties and capacity for increased responsibility. Where ability and conduct permit, seniority rules will govern. Seniority will date from the last date of entering the service of the company.

ARTICLE V.

When vacancies occur or new positions are created they will be promptly advertised by "23" message, rates of pay and hours of service being specified in the advertisement. When it is impractical to send these notices by wire, they will be sent by train mail. It

will be the practice to fill such vacancies by the promotion of employes in the telegraph and telephone service when the qualifications of such employes will permit. This rule will apply to copiers and telegraphers in superintendent's office.

Employes are always at liberty to apply for any position in the service for which they consider themselves qualified and their applications will be given due consideration when vacancies occur. The right to reject any applicant who may be considered unsuited for the position in question is reserved.

Positions known to be temporarily vacant thirty days or more, or that will remain vacant for an indefinite period after thirty days' temporary vacancy, shall be given to the oldest eligible and qualified applicant for same, provided such temporary assignment can be made without impairing the service. No pay for deadheading will be allowed in filling such temporary vacancies.

A statement showing location, position, rates of pay and hours of service for advertisable positions will be prepared and a copy submitted to each office on the division, together with a copy of these rules.

ARTICLE VI.

Any employe declining to accept promotion does not forfeit his rights to the same or any other position he may be entitled to under seniority when a vacancy occurs, or a new position is created.

ARTICLE VII.

A vacancy will be filled within ten days after it occurs by the appointment of the man entitled to it, five days being allowed in which to apply for a position after it is advertised.

ARTICLE VIII.

Any employe accepting a position under Article VII, finding it is unsuitable, may resume his former position within ten days after he vacated the same. After the expiration of ten days, he will take his place on the extra list, but with his seniority rights intact.

Any employe taking an agency under Article VII, finding it unsuitable, may, within ten days, take his place on the extra list, with seniority rights intact.

ARTICLE IX.

At offices where more than three telegraphers are employed, exclusively for telegraph service, when service will permit, ten consecutive hours, including meal hours, will constitute a day's work; meal hours being so arranged that one telegrapher will be on duty at all times.

ARTICLE X.

At offices where two telegraphers are employed, twelve consecutive hours, including meal hour, will constitute a day's work.

At offices where but one telegrapher is employed, twelve consecutive hours, including meal hour, will constitute a day's work; the company reserving the right to arrange the hours to suit the service. When it is impossible to relieve a telegrapher for meal hour, overtime will be paid for meal hour.

Where meal hour is allowed, relief for same will be given between the fifth and seventh hours after starting work, unless otherwise arranged by mutual local agreement.

ARTICLE XI.

At offices where six-hour tricks are regularly established, employees will be allowed overtime after six hours' continuous service; at offices where eight-hour tricks are regularly established, overtime will be allowed after eight hours' continuous service; at offices where eight or nine hours' optional tricks or regular nine-hour tricks are established, overtime will be allowed after nine hours' continuous service.

At offices where ten-hour tricks or twelve-hour tricks are established, overtime will be allowed after ten hours, or twelve hours' continuous service, respectively, and will be paid for at the rate of 30 cents per hour, unless the pro rata rate is higher, when overtime will be paid for at the pro rata rates.

In computing overtime, thirty minutes and less than sixty minutes will be considered an hour; less than thirty minutes will not be counted.

Overtime will not be allowed unless overtime slips are mailed to superintendent's office within forty-eight hours from the time of service. Employees will be notified within five days when overtime is not allowed as per overtime slips, with reason for disallowance.

ARTICLE XII.

Employees summoned to service outside of regular hours after being excused by the train dispatcher or leaving the office for the day, will be allowed regular overtime rate, with minimum allowance of two hours' pay.

ARTICLE XIII.

Employees will not be required to attend pumping engines at points where there are other employees available for that duty. When so required the compensation will be fixed accordingly.

ARTICLE XIV.

Employees will not be required to attend switch lights at points where there are other employees available for that duty. When conditions require the above work to be done outside of regular working hours, the time required will be determined and overtime authorized as per Article XI.

ARTICLE XV.

Employees transferred to new locations by order of proper officials will receive pay for the necessary time lost in transferring and free transportation for themselves, dependent members of their families and household goods. When the force is reduced or offices

are closed, either permanently or temporarily, employees so displaced may take any position that merit, ability and seniority entitles them to, except that agents are not to be displaced.

ARTICLE XVI.

Employees deadheading to working points by order of proper officials will receive pay for one-half the actual time consumed on trains in going and returning, the basis of compensation being the salary of the employee relieved; thirty minutes and less than sixty minutes will be considered an hour. Less than thirty minutes will not be counted.

ARTICLE XVII.

Employees attending court or other business for the company will be paid their regular rates of pay per day, and when called to leave home, necessary expenses will be paid.

ARTICLE XVIII.

Employees leaving the service of their department to accept service in other departments will forfeit their seniority after an absence of ninety days.

ARTICLE XIX.

Extra employees will receive the same compensation as the person they relieve. Employees holding regular positions, when sent to work in other offices temporarily, will not receive any less compensation than their regular position entitled them to. Regular employees while in service away from home station will be allowed their necessary expenses.

ARTICLE XX.

The standard trick arrangement, where two nine and one six-hour tricks are established, is to be one of the following propositions:

First proposition:

7 a. m. to 4 p. m. first trick
4 p. m. to 10 p. m. second trick
10 p. m. to 7 a. m. third trick

Second proposition:

6 a. m. to 3 p. m. first trick
3 p. m. to 12 midnight. second trick
12 mid. to 6 a. m. third trick

Third proposition:

7 a. m. to 4 p. m. first trick
4 p. m. to 1 a. m. second trick
1 a. m. to 7 a. m. third trick

These hours will not be deviated from unless there is some special reason therefor. The working hours are to be continuous.

ARTICLE XXI.

Employees working nine hours or more per day, will be granted seven days' vacation annually with pay, for each full year of such service since January 1, 1917.

ARTICLE XXII.

Telegraphers will be allowed leave of absence so far as is consistent with good service and will be relieved and furnished transportation without unnecessary delay when they wish to appeal to an official of the company.

ARTICLE XXIII.

Leave of absence will not be granted for more than ninety days except in cases of sickness, injury or to employees serving on committee or company business.

ARTICLE XXIV.

A roster showing the seniority standing of each employe covered herein will be furnished for each division and a copy of same furnished each office annually.

Station and Position.	Hours.	Rate per Month.
J. C. Dispr. Off. (JD), two O. C.	8	\$ 75.00
Homestead (KA), one A. O.	11	72.00
Babbitt (SO), one A.	10	83.00
One C. O.	10	62.00
Undercliff Jct. (WS), three O. L.	8	75.00
Undercliff (GW), one L.	8	70.00
Two L.	8	65.00
Little Ferry (FY), one A. O.	11	95.00
Ridgefield Park (RP), one A. O.	11	65.00
Bogota (FO), one A. O.	11	85.00
Hackensack Tower (HX), one O. L. G.	8	65.00
Two O. L. G.	8	63.00
Maywood (MW), one A. O.	12	65.00
Rochelle Park (RO), one A. O.	12	63.00
Passaic Jct. (PC), one A. O.	12	73.00
Two O. C.	9	58.00
Dundee Lake, one A.	11	60.00
Vreeland Avenue (VA), one A. O.	12	80.00
Paterson, Broadway (RS), one L.	8	68.00
Two L.	8	63.00
One A. T. C. O.	12	93.00
One O. T. C.	12	55.00
Paterson City (CH), one T. C. O.	12	75.00
One T. C.	12	50.00
Riverside Tower (RD), three O. S. G.	8	70.00
Riverside (RV), one A. O.	11	70.00
Hawthorne, one A.	11	58.00
North Paterson (NP), one A.	12	85.00
One C. O. S.	9	75.00
Two C. O. S.	9	73.00
Midland Park (MP), one A. O.	13	70.00
Wortendyke (W), one A. O.	9	68.00
Two O. C.	9	63.00
Wyckoff (WY), one A. O.	12	70.00
One O. C. S.	12	60.00
Campgaw (CG), one A. O. S.	9	68.00
Two O. C. S.	9	60.00
Oakland (DK), one A. O. S.	9	68.00
One C. O. S.	9	63.00
One C. O. S.	9	60.00
Pompton Lakes (PQ), one A.	12	80.00
Three O. C. S.	9	65.00
Butler (BA), one C. O. S.	9	70.00
Two C. O. S.	9	65.00
Charlotteburg (CB), one A. O. S.	12	70.00
One O. C. S.	12	58.00
Newfoundland (NW), one A.	12	60.00
Three O. C. S.	9	60.00
Oak Ridge (OG), one A. O. S.	12	68.00
Stockholm (CS), one A. O. S.	9	68.00
Two O. C. S.	9	60.00
Beaver Lake (BS), one A. O. S.	9	73.00
Two O. C. S.	9	65.00
Ogdensburg (NS), one A. O.	12	70.00
Franklin Furnace (RA), one A. O.	12	75.00

Station and Position.	Hours.	Rate per Month.
Hamburg (HM), one A. O.	12	\$ 75.00
One O. C.	12	53.00
Sussex (DC), one A. O.	12	70.00
One O. C.	12	55.00
Hanford (MU), one A. O.	12	75.00
Sparta (SA), one A. O.	12	68.00
Sparta Jct. (SJ), one A. O.	9	60.00
Two O. C.	9	50.00
Warbasse (BJ), one A. O. S.	12	68.00
Halsey (VI), one A. O.	12	68.00
Swartswood (WD), one A. O.	9	65.00
Two O. C.	9	63.00
Stillwater (AR), one A. O.	12	63.00
Marksboro (MO), one A. O.	12	68.00
Blairstown (BN), one A. O.	12	70.00
One O. C.	9	65.00
Two O. C.	9	63.00
Vails (AV), one A. O.	12	65.00
Hainesburg (RU), one A. O.	12	85.00
Hainesburg Jct. (H), three O. C.	9	63.00
Columbia (CO), one A. O.	12	65.00
Dunfield (DF), one A. O.	12	60.00
Water Gap (WG), one A. O.	12	60.00
Stroudsburg (BG), one C. O.	11	63.00
Bartonville (B), one A. O.	9	60.00
Reeders (R), one A. O.	12	80.00
Tannersville (RN), one A. O.	12	60.00
Pocono Summit (SU), one A. O.	12	63.00
Naomi Pines (NA), one A. O.	12	65.00
Pocono Lake (SF), one A. O.	12	70.00
Clifton (LH), one A. O.	12	60.00
Langon (G), one A. O.	12	60.00
Suscon (AD), one A. O.	12	65.00
Hillside Jct. (D), one A. O.	12	70.00
Moosic (CN), one A. O.	9	75.00
Plains (PS), one A. O.	12	63.00
Yatesville (SY), one A. O.	12	105.00

KEY.

A—Agent.
 AO—Agent operator.
 C—Clerk.
 O—Operator.
 G—Gates.
 L—Leverman.
 S—Signalman.
 T—Telephone.
 TC—Telephone clerk.

The above rules and wage scale shall be effective October 1, 1917, and shall continue in force for one year from that date, and thereafter subject to thirty days' notice in writing by either party to the other, requesting a change in the same.

New York, September 29, 1917.

For the Railroads:

A. J. STONE, Vice-President.

For the Telegraphers:

A. N. KEIM, Chairman,
 Telegraphers' Committee.

Witness:

G. W. W. HANGER,
 Member U. S. Board of Mediation
 and Conciliation.

The New York, New Haven & Hartford Railroad Company

Agreement Between Said Company and All the Telegraphers Employed by it.

ARTICLE I.

Employees Represented.

(a) All employees, except train dispatchers, assigned by proper authority to telegraph service of any character or duration, signal station directors, signalmen, and levermen, shall be governed by the provisions of this agreement.

(b) Telephone operators who handle train orders, or block or report trains by telephone, shall be governed by the provisions of this agreement.

(c) Agents, as shown on the accompanying wage scale, who are not required to telegraph, shall also be governed by the provisions of this agreement.

ARTICLE II.

Discipline and Investigations.

An employee as designated in Article I who has been disciplined shall have the right to a hearing if he requests it. If suspended pending investigation, it shall be held within seven days from date of suspension; when not found at fault as charged, he shall be allowed to resume his duties and be paid for the time lost. The employee affected may be accompanied by a co-employee of his choice at hearings or investigations. When hearings or investigations result unfavorably to an employee, he shall have the right, either in person, or through a committee of employees of the same class, to appeal to the higher officers of the company in their respective order up to the general manager. Result of hearings or investigations shall be furnished the employee affected within thirty days.

ARTICLE III.

Promotion According to Seniority and Ability.

(a) Employees as designated in Article I are in line for positions, or for promotion, within the jurisdiction of their division superintendent. Seniority and ability to fill position bid, or applied for, shall determine the selection. In case the position is not awarded to the senior applicant, he shall be notified why the position cannot be awarded him.

(b) The company, through the proper officers, shall determine the fitness of the employee designated in Article I to fill the position bid, or applied for; provided that the senior applicant shall be given a fair and impartial examination for such position, if he requests it.

(c) Any employee designated in Article I, feeling himself aggrieved on account of the decision, will have the right of appeal, personally, or through a committee of the same class, to the higher officers in their regular order up to the general manager.

ARTICLE IV.

Time Limit on Appeals.

An appeal from any decision as to discipline, pay, or application of any of the

articles of this agreement must be made within thirty days from the date of the decision. This article to apply on each successive appeal from one officer to another in order as mentioned in Articles II and III.

ARTICLE V.

Vacancies and Additional Positions.

(a) When a vacancy occurs, or an additional position is created, the superintendent of the division shall, within five days, notify, by bulletin, all employees as designated in Article I, on his division, who may, within ten days from date of bulletin, file an application for the position. At the end of twenty days from date of bulletin the appointment and assignment shall be made. Bulletins shall be numbered consecutively from the first of each year and shall show the assignments made on the previous bulletin.

(b) When a man bids in a position he will not be allowed to bid for his former position until it has been once filled and again becomes vacant.

ARTICLE VI.

Temporary Positions.

(a) Temporary positions or vacancies, excepting positions of agent, and agent operator, of thirty days or more shall be bulletined as a temporary position to all employees as designated in Article I, on that division, who may within five days from date of bulletin, file an application for the position. Within ten days of date of bulletin an assignment shall be made in accordance with Article III.

(b) Temporary positions or vacancies of agent, and agent operator, of ninety days or more, shall be bulletined as a temporary position to all employees as designated in Article I, on that division, who may within five days from date of bulletin, file an application for the position. Within ten days of date of bulletin an assignment shall be made in accordance with Article III.

(c) Should the employee under the above leave of absence fail to return to the service, the position shall be bulletined in accordance with Article V when the date of his retirement is determined.

(d) When a temporary position is discontinued the employee holding same shall revert to his former position.

ARTICLE VII.

Notification by Superintendents of Non-Telegraph Vacancies.

(a) Superintendents shall, within five days, notify by bulletin all employees designated in Article I of vacancies, in station agencies, ticket agencies, and assistant agencies, not shown in the accompanying wage scale, and where salary did not exceed \$30.00 per week on April 26, 1913; provided, that when weekly salary of any such position becomes in excess of \$35.00, this rule shall no longer apply. Employees as designated in Article I may make application for such positions,

which applications shall be given consideration in accordance with paragraph (b) of Article III.

(b) Employees designated in Article I taking such positions shall retain their seniority, but may assert it only by filing applications for vacancies.

ARTICLE VIII.

Applications for Positions in the General Telegraph Office.

(a) Applications from competent employees in the telegraph service for positions in the general telegraph office, (NH), may be made to the superintendent of telegraph. Applications should be filed to be available before vacancies occur. Applications will be considered in accordance with paragraph (b) of Article III.

(b) A telegraph operator who accepts a position in accordance with paragraph (a) of this article may, in the case of the abolition of such position, return to the division on which he was previously employed, with his full roster rights.

ARTICLE IX.

Notification of Successful Bidder.

A letter of notification shall be sent to the successful bidder for a position and a copy of this communication shall be sent to the local chairman of the division.

ARTICLE X.

Seniority List.

A seniority list consisting of all employees as designated in Article I of this agreement shall be issued by the company and each local chairman shall be furnished with a copy for his division; a copy shall also be sent to each office on the division. This roster shall be revised annually as of January 1st.

ARTICLE XI.

Seniority of Promoted Employees.

(a) An employee as designated in Article I promoted to a position outside of the class of service covered by this agreement since January 28, 1905, shall retain his seniority while in the service of the company, but may assert it only by reverting to the extra list on the division from which promoted, and filing application for vacancies. Seniority shall not be accumulative while holding promotion.

Acceptance of Positions as High-Tension Electric Switchboard Operators.

(b) Employees as designated in Article I accepting positions of high-tension electric switchboard operator shall retain their seniority, but may assert it only by reverting to the extra list on the division from which promoted and filing application for vacancies. Seniority shall not be accumulative while holding such positions.

ARTICLE XII.

Transferring From One Division to Another.

An employee as designated in Article I may transfer from one superintendent's division to another superintendent's division with the approval of the superintendents and the telegraphers' general committee. In such

cases the employee making the transfer will go on the extra list, but shall retain three-fourths of his former seniority and will have the right to bid on bulletined positions.

ARTICLE XIII.

Right of Displaced Employee.

(a) When a position is abolished, the employee as designated in Article I, who is affected, shall have the privilege of asserting his seniority right to any schedule position on the division which he is competent to fill, provided that he shall not displace any employee who has been in the service more than three years. The employee so displaced to assert his seniority for the position which he is competent to fill held by any junior employee, and so on until the youngest employee is displaced or displaced employees cease to assert the privilege.

(b) In the event of there being no employee with less than three years' service holding a scheduled position and not required to telegraph, an employee whose position is abolished and who is not a telegraph operator, may displace the youngest employee in the same branch of service who is not required to telegraph, or revert to the extra list.

(c) In the event of there being no employee with less than three years' service holding a scheduled position, the employee whose position is abolished may displace the youngest employee holding a scheduled position or revert to the extra list.

(d) Seniority rights under this article must be asserted within ten days.

ARTICLE XIV.

Compensation for Additional Positions.

When additional positions are created, compensation and hours shall be fixed in conformity with positions of the same class on that subdivision covered by this agreement.

ARTICLE XV.

Overtime.

(a) When the train or telegraph service requires the attention of an employee as designated in Article I, beyond the hours specified in the wage scale, overtime shall be granted according to Article XVI of this agreement.

(b) The time consumed in the handling of baggage and other work incidental to the proper attendance on the last train and closing of stations to be included in computing overtime.

ARTICLE XVI.

Computing Overtime.

Overtime shall be paid pro rata, with a minimum of thirty-five cents (35c) per hour, and shall be computed on minute basis.

ARTICLE XVII.

Meal Hour.

Employees as designated in Article I, except those employed in signal stations, whose hours of duty are ten or more, shall be allowed one hour for meals between 11:00 a. m. and 1:00 p. m., and 11:00 p. m. and 1:00 a. m. If required to work any portion of their meal hour, they shall receive one

hour's extra compensation at the regular overtime rate, and be allowed thirty minutes for lunch as soon thereafter as possible.

ARTICLE XVIII.

Relief or Emergency Work in Other Than Regular Positions.

(a) Employees as designated in Article I who hold regular positions shall not be required to cover a position of a greater number of hours than their own when the service can otherwise be maintained.

(b) While engaged in relief or emergency work employees shall be paid whichever rate per hour is the higher, that of the regular position, or that of the position required to be covered.

(c) Employees as designated in Article I, holding regular positions, shall, when required to do relief or emergency work in other than their regular positions, be paid continuous time at the rate of the regular positions from the time of leaving their home station until the time for commencing duty, and when relieved from such work, shall be paid from the time relieved until the arrival at home station.

(d) While away from home employees shall be allowed legitimate expenses and if, at the end of the period during which relief or emergency work is performed, total earnings of employees, exclusive of the time consumed in traveling, are less than would have been received had they remained in their regular positions, the difference shall be allowed them.

ARTICLE XIX.

Calls.

Employees as designated in Article I required to report for any service, before or after their regular assigned hours, shall be paid sixty cents the first hour or fraction thereof, and overtime rate thereafter.

ARTICLE XX.

Summoned for Court Investigations and Examinations.

(a) Employees as designated in Article I summoned as witnesses for the company in the courts or in similar service, shall receive their stated rate of wages while in attendance, and necessary traveling expenses.

(b) Employees summoned by the company to attend investigations, when no time is lost and not found subject to discipline, shall receive continuous time at their stated rate of wages from the time of leaving home station until arrival at home station, but no traveling expenses. When day is lost they shall receive their day's pay and necessary traveling expenses.

(c) Employees summoned by the company for examinations, except for promotion or for positions bid for, shall be paid for any working time lost.

ARTICLE XXI.

Switch Lights.

(a) Employees as designated in Article I, required to care for switch or signal lights, shall be paid 15 cents per week for each light cared for. This does not include train order signal lights. If any lights are ex-

tinguished, employees designated in this article shall relight them without extra compensation.

Highway Crossings.

(b) Employees as designated in Article I, required to protect highway crossings, shall be paid 75 cents per week for same.

Care of Station Buildings, Etc.

(c) Employees as designated in Article I, located in stations, shall not be required to scrub floors, clean windows or woodwork, where it is practicable for the company to arrange for others to do this work. At such stations, section men will be assigned to assist the agents in removing snow from station, platforms and grounds, wherever possible.

Care of Signal Station Buildings, Switches, Etc.

(d) Employees as designated in Article I, located in interlocking signal stations, shall not be required to clean or oil interlocking machines or switches, nor to scrub floors, clean windows or woodwork.

ARTICLE XXII.

Qualifying in Signal Stations.

(a) Employees as designated in Article I, bidding in a signal station carrying a higher rate of pay, or for the purpose of advancement, or bidding in a new position, shall be allowed the regular rate of pay while qualifying on such position, the superintendent to be the judge of the length of time required to qualify.

(b) Employees on the extra list, assigned to relief work at signal stations, if not qualified, shall be paid for time while posting, at rate of position sent to cover.

ARTICLE XXIII.

Hours for Superintendents' and General Offices.

Nine consecutive hours including meal hour, or eight consecutive hours without allowance for meals, shall constitute a day's work for operators in superintendents' offices, and in the general office, (NH), at the option of the superintendents.

ARTICLE XXIV.

Release From Regular Positions for Extra List.

Employees as designated in Article I, holding regular positions, and giving notice of a desire to relinquish same and go on the extra list, shall be relieved and placed on the extra list within thirty days with full rights.

ARTICLE XXV.

Applications for Position of Train Dispatcher.

Applications from competent employees for positions of train dispatcher may be made to the superintendents of their respective divisions, and such applications will be given consideration in the order of seniority. Applications should be filed to be available before vacancies occur.

Note—Consideration means consideration, only—not necessarily assignment to the position.

ARTICLE XXVI.

Leave of Absence.

Leave of absence for longer than thirty days shall not be granted except in special cases, and then only with the approval of the superintendent.

ARTICLE XXVII.

Term Passes.

(a) Employees covered by this agreement will be granted term passes.

(b) Employees as designated in Article I performing service for more than one division, or in offices not assigned to a division, will be granted passes over the same territory as an employee on any one division.

ARTICLE XXVIII.

Free Transportation of Household Goods.

An employee as designated in Article I, when transferred by order of the company, or to accept a bulletined position, shall be furnished free transportation for himself, dependent members of his family, and household goods, when it can be lawfully done.

ARTICLE XXIX.

Vacations.

(a) Employees as designated in Article I, working more than nine consecutive hours per day, who have been in the service one year or more, will be allowed seven days' vacation annually with pay. After three years in the service, ten days' vacation annually will be allowed with pay.

(b) Twelve hour signalmen who have been in that service continually for one year or more, shall be given two weeks off each year without loss of pay.

(c) Choice of dates for leave of absence as provided in this article shall be given according to seniority, except that applications for leave of absence filed between January 1st and March 1st, inclusive, each year, shall be given preference over applications received later.

(d) An employee not relieved as provided in this article shall receive the deferred relief in the following calendar year, and in the event of termination of employment shall be paid for deferred relief at regular rate.

ARTICLE XXX.

Transfer of Accounts.

When station accounts are transferred from one employee to another, each employee shall be paid at the regular daily rate for that station for the time required to make the transfer; but in no case for less time than one day.

ARTICLE XXXI.

Sunday Service.

(a) Employees as designated in Article I, located at stations shall be excused from Sunday work as far as possible without loss of pay.

(b) When six-day men are ordered to work on Sunday they will be allowed one-half day for reporting once or twice, and one day for a total of over five hours' service.

ARTICLE XXXII.

Schedule and Agreement to Be Printed.

These articles and rates of pay shall be printed by the company in book form and copies shall be furnished to all employees designated in Article I.

ARTICLE XXXIII.

No Increase in Hours, Nor Decrease in Pay.

The provisions of this agreement and the specifications of this wage schedule shall not be changed to cause an increase of hours of service, or a decrease in wages, except as provided for in Article XXXIV of this agreement provided, where two or three employees as designated in Article I, are required to cover the service consecutively a material change in conditions would warrant the abolition of one or two of said positions, the company may re-arrange the hours of service and compensation of the remaining position or positions in conformity with positions of the same class, covered by this agreement, the local chairman to be notified of all changes.

Note—This article will not be construed to mean any reduction in wages.

ARTICLE XXXIV.

Length of Time to Remain in Effect.

This agreement covering rules and the attached wage scale shall be effective January 2, 1917, and shall be carried out in good faith by all parties interested and shall continue in force for one year from that date, and thereafter subject to thirty days' notice in writing by either party to the other, requesting a change in the same.

For the New York, New Haven & Hartford R. R. Co.,

C. L. BARDO,

General Manager.

For the Employees' Committee,

L. J. ROSS,

General Chairman.

M. W. HANDY,

General Secretary.

WAGE SCALE.

*Indicates six days.

NEW YORK DIVISION.

Station and Position.	Rate per Hrs. Week.
Grand Central, operator.....	8 \$ 23.20
Operator	8 23.20
Operator	8 23.20
Dispatchers' Office, manager.....	8 24.20
Operator	8 23.20
Operator	8 23.20
Operator	8 23.20
Operator	8 23.20
Operator	8 23.20
Car distributor.....	8 24.50
Pier 39, East River, opr. clk.....	9* 19.50

Harlem River Branch.

Bungay Street S.S. No. 3 (149th St.), signalman, swbd. opr...	8 \$ 20.80
Signalman, switchboard opr...	8 19.75
Signalman, switchboard opr...	8 19.75

Station and Position.	Rate per Hrs. Week.	Station and Position.	Rate per Hrs. Week.
Oak Point S.S., signalman.....	8 \$ 22.75	Port Chester, ticket agent.....	12 \$ 26.25
Signalman	8 22.50	Operator ticket clerk.....	12 20.00
Signalman	8 22.50	Operator ticket clerk.....	12 18.75
Leverman, switchboard opr... 8	20.30	Freight agent.....	12 31.00
Leverman, switchboard opr... 8	20.30	Signalman	8 22.75
Leverman, switchboard opr... 8	20.30	Signalman	8 22.50
Westchester Avenue, ticket agent..	12 17.75	Signalman	8 22.50
Bronx River Draw, draw tender.. 8	22.75	Leverman, switchboard opr... 8	20.30
West Farms Jct., signalman..... 8	22.75	Leverman, switchboard opr... 8	20.30
Signalman	8 22.50	Leverman, switchboard opr... 8	20.30
Signalman	8 22.50	Greenwich, freight agent.....	12 23.50
West Farms Station, agent.....	12 20.00	Signalman, switchboard opr... 8	20.75
Van Nest Station, agent.....	12 23.00	Signalman, switchboard opr... 8	20.05
Morris Park, agent.....	12 16.00	Signalman, switchboard opr... 8	20.05
Westchester, agent.....	12 17.10	Ticket agent.....	12 22.50
Signalman, switchboard opr... 8	22.75	Operator ticket clerk.....	12 17.75
Signalman, switchboard opr... 8	22.50	Cos Cob, agent.....	12 18.25
Signalman, switchboard opr... 8	22.50	Operator clerk.....	12 17.25
Baychester, agent.....	12 17.75	Load dispatcher.....	8 27.50
City Island, agent operator.....	12 21.75	Load dispatcher.....	8 27.50
Pelham Manor, agent operator.....	12 21.75	Load dispatcher.....	8 27.50
Woodside, agent.....	12 17.00	Assistant load dispatcher.... 8	25.50
Woodlawn to Devon.		Assistant load dispatcher.... 8	25.50
Woodlawn, freight agent.....	12 19.50	Riverside, signalman.....	8 21.70
South Mount Vernon S.S., signal-		Signalman	8 21.20
man, switchboard operator.. 8	22.75	Signalman	8 21.20
Signalman, switchboard opr... 8	22.50	Agent operator.....	12 18.25
Signalman, switchboard opr... 8	22.50	South Beach, agent operator....	12 18.25
Mount Vernon, ticket agent.....	12 26.25	Stamford, ticket agent.....	12 26.50
Operator ticket clerk.....	12 20.00	Operator ticket clerk.....	8 19.00
Operator clerk.....	12 18.50	Operator ticket clerk.....	8 19.00
Signalman, switchboard opr... 8	18.15	Operator ticket clerk.....	8 17.80
Signalman, switchboard opr... 8	18.55	Stamford S.S. 38, signalman.... 8	24.25
Signalman, switchboard opr... 8	18.55	Signalman	8 24.25
Pelham, agent operator.....	12 20.50	Signalman	8 24.25
New Rochelle Jct. S.S., signalman.. 8	22.75	Leverman	8 21.50
Signalman	8 22.50	Leverman	8 21.50
Signalman	8 22.50	Leverman	8 21.50
Leverman, switchboard opr... 8	20.30	Leverman	8 21.50
Leverman, switchboard opr... 8	20.30	Leverman, switchboard opr... 8	21.00
Leverman, switchboard opr... 8	20.30	Leverman, switchboard opr... 8	21.00
Leverman, switchboard opr... 8	20.30	Leverman, switchboard opr... 8	21.00
New Rochelle, ticket agent.....	12 27.50	Glenbrook, agent.....	12 16.50
Operator ticket clerk.....	12 19.75	Noroton, agent operator.....	12 18.25
Operator	12 12.25	Darien, agent.....	12 18.25
New Rochelle Yard S. S., sig.... 8	22.75	Operator clerk.....	12 17.25
Signalman	8 22.50	Signalman, switchboard opr... 8	22.75
Signalman	8 22.50	Signalman, switchboard opr... 8	22.50
Leverman	8 20.30	Signalman, switchboard opr... 8	22.50
Leverman	8 20.30	Rowayton, agent.....	12 18.25
Leverman	8 20.30	South Norwalk, ticket agent....	12 20.50
Larchmont, agent.....	12 20.25	Operator ticket clerk.....	8 19.00
Mamaroneck, sig'lman, swbd. opr. 8	21.60	Operator ticket clerk.....	8 19.00
Signalman, switchboard opr... 8	20.90	Signalman	8 22.75
Signalman, switchboard opr... 8	20.90	Signalman	8 22.50
Freight agent.....	12 18.75	Signalman	8 22.50
Operator ticket clerk.....	12 17.75	Leverman, switchboard opr... 8	20.30
Operator ticket clerk.....	12 17.25	Leverman, switchboard opr... 8	20.30
Harrison, signalman, swchbd. opr. 8	19.15	Leverman, switchboard opr... 8	20.30
Signalman, switchboard opr... 8	18.55	Westport, agent.....	12 21.00
Signalman, switchboard opr... 8	18.55	Operator ticket clerk.....	12 17.25
Agent	12 20.50	Green Farm, agent.....	12 16.00
Operator ticket clerk.....	12 17.75	Signalman, switchboard opr... 8	22.75
Rye, agent.....	12 24.25	Signalman, switchboard opr... 8	22.50
Operator ticket clerk.....	12 17.75	Signalman, switchboard opr... 8	22.50
Operator ticket clerk.....	12 17.50	Southport, agent.....	12 19.00
Signalman, switchboard opr... 8	22.75	Operator ticket clerk.....	12 17.25
Signalman, switchboard opr... 8	22.50	Fairfield, agent.....	12 20.00
Signalman, switchboard opr... 8	22.50	Operator clerk.....	12 17.25
Signalman, switchboard opr... 8	22.50	Burr Road, signalman, switch-	
		board operator.....	8 22.75
		Signalman, switchboard opr... 8	22.50
		Signalman, switchboard opr... 8	22.50

Rate per
Station and Position. Hrs. Week.

nal Station 58 (Bridgeport),
signalman, switchboard opr. 8 \$ 22.75
Signalman, switchboard opr. 8 22.50
Signalman, switchboard opr. 8 22.50
dgeport Frt. House, opr. clerk. 10 18.50
dgeport Pass. Station, opr. 12 19.25

nal Station 60 (Bridgeport),
signalman 8 20.00
Signalman 8 19.25
Signalman 8 19.25

nal Station 62 (Bridgeport),
signalman, switchboard opr. 8 22.75
Signalman, switchboard opr. 8 22.50
Signalman, switchboard opr. 8 22.50

ight Yard Office (East Bridge-
port), operator clerk. 12 18.50

nal Station 63 (East Bridge-
port), sig'lman, sw-bd. opr. 8 22.75
Signalman, switchboard opr. 8 22.50
Signalman, switchboard opr. 8 22.50
atford, agent operator. 12 18.50

New Canaan Branch.
ringdale, agent operator. 12 17.25
w Canaan, agent operator. 12 23.50

Danbury Branch.
nnipauk, agent operator. 12 18.25
th Wilton, agent operator. 12 17.50
lton, agent operator. 12 19.75
mondale, agent operator. 12 18.25
orgetown, agent operator. 12 20.25

anchville, agent operator. 8 18.75
Operator clerk. 8 17.25
Operator clerk. 8 17.25
pstone, agent operator. 12 18.25
dding, agent operator. 12 18.25
thel, agent operator. 12 24.00
Operator ticket clerk. 12 18.75

Ridgefield Branch.
lgefield, agent. 12 23.00

Regular Relief Employees.
gular Relief, agent operator. 12 25.50
Signalman operator. 12 22.75
Signalman operator. 12 22.75
Signalman operator. 12 22.75
Signalman operator. 12 22.75

NEW HAVEN DIVISION.

Devon to Waterford.

Rate per
Station and Position. Hrs. Week.

von, sig'lman, switchboard opr. 8 \$ 22.75
Signalman, switchboard opr. 8 22.50
Signalman, switchboard opr. 8 22.50
Agent 12 15.00
ford, agent. 12 22.50
Operator clerk. 12 18.50

odmont, agent operator. 12 18.00
Signalman, switchboard opr. 8 22.75
Signalman, switchboard opr. 8 22.50
Signalman, switchboard opr. 8 22.50
st Haven, agent. 12 21.00

nal Station 75, signalman,
switchboard operator. 8 24.25
Signalman, switchboard opr. 8 24.25
Signalman, switchboard opr. 8 24.25
Head leverman. 8 24.25
Head leverman. 8 24.25
Head leverman. 8 24.25
Second leverman. 8 21.50
Second leverman. 8 21.50
Second leverman. 8 21.50
Leverman. 8 19.15
Leverman. 8 19.15
Leverman. 8 19.15

Rate per
Station and Position. Hrs. Week.

Dispatchers' Office, operator. 8 \$ 23.20

Operator 8 23.20
Operator 8 23.20
Operator 8 23.20
Operator 8 23.20
Operator 8 23.20
Car distributor. 10 27.00

New Haven, W. U. operator. 8 21.50
W. U. operator. 8 20.00

Signal Station 78, signalman. 8 22.75
Signalman 8 22.50

Signalman 8 22.50
Leverman 8 20.30
Leverman 8 20.30
Leverman 8 20.30

Signal Station 79, signalman,
switchboard operator. 8 22.75

Signalman, switchboard opr. 8 22.50
Signalman, switchboard opr. 8 22.50

Leverman 8 20.30
Leverman 8 20.30
Leverman 8 20.30

Cedar Hill, agent. 12 19.50

Signal Station 80, signalman,
switchboard operator. 8 22.75

Signalman, switchboard opr. 8 22.50
Signalman, switchboard opr. 8 22.50

Leverman 8 20.30
Leverman 8 20.30
Leverman 8 20.30

East Haven, signalman. 8 18.90
Signalman 8 18.50
Signalman 8 18.50

Agent operator. 12 17.50
Branford, freight agent. 12 22.50

Ticket agent operator. 12 17.50
Signalman 8 18.90

Signalman 8 18.50
Signalman 8 18.50

Pine Orchard, agent. 12 15.00
Stony Creek, agent operator. 12 18.50

Leetes Island, agent operator. 12 17.50
Signalman 8 18.90
Signalman 8 18.50

Signalman 8 18.50
Signalman 8 18.50

Guilford, agent operator. 12 22.50
Signalman 8 19.70

Signalman 8 19.30
Signalman 8 19.30

East River, agent. 12 17.50
Madison, agent operator. 12 18.50

Signalman 8 18.90
Signalman 8 18.50
Signalman 8 18.50

Clinton, signalman. 8 18.90
Signalman 8 18.50
Signalman 8 18.50

Agent operator. 12 20.00
Westbrook, agent operator. 12 18.00

Signalman 8 18.90
Signalman 8 18.50
Signalman 8 18.50

Saybrook Jct., agent operator. 12 24.00
Operator clerk. 12 18.50

Signalman 8 22.75
Signalman 8 22.50
Signalman 8 22.50

Lynde, signalman. 8 18.90
Signalman 8 18.50
Signalman 8 18.50

Agent operator. 12 20.00

Station and Position.	Hrs.	Rate per Week.
South Lyme, agent.....	12	\$ 17.50
Signalman	8	18.90
Signalman	8	18.50
Signalman	8	18.50
East Lyme, signalman.....	8	18.90
Signalman	8	18.50
Signalman	8	18.50
Agent operator.....	12	20.50

Air Line Junction to Columbia.

Northford, agent operator.....	12	\$ 18.00
East Wallingford, agent operator.....	12	18.50
Middlefield, agent operator.....	8	20.00
Operator clerk.....	8	17.50
Operator clerk.....	8	17.50
Rockfall, agent operator.....	12	18.00
Portland, agent operator.....	12	22.00
Cobalt, agent operator.....	12	18.00
Easthampton, agent.....	12	21.00
Operator clerk.....	8	17.50
Operator clerk.....	8	17.50
Operator clerk.....	8	17.50
Lyman Viaduct, agent operator.....	12	17.50
Westchester, agent operator.....	12	18.00
Amston, agent operator.....	8	18.50
Operator clerk.....	8	17.50
Operator clerk.....	8	17.50
Leonard's Bridge, agent.....	12	13.00
Chestnut Hill, agent operator.....	12	17.50

Colchester Branch.

Colchester, agent operator.....	12	\$ 18.50
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New Haven to Shelburne Falls.

Highwood, operator clerk.....	8	\$ 17.50
Operator clerk.....	8	17.50
Operator clerk.....	8	17.50
Mt. Carmel, agent operator.....	12	20.00
Cheshire, agent.....	12	20.00
Operator clerk.....	8	17.50
Operator clerk.....	8	17.50
Operator clerk.....	8	17.50
Milldale, agent operator.....	12	19.00
Southington, agent.....	12	24.00
Operator clerk.....	8	17.50
Operator clerk.....	8	17.50
Operator clerk.....	8	17.50
Plainville, ticket agent operator.....	8	21.00
Operator clerk.....	8	19.00
Operator clerk.....	8	18.00
Farmington, agent operator.....	8	19.50
Operator clerk.....	8	17.50
Operator clerk.....	8	17.50
Avon, agent operator.....	12	19.50
Simsbury, agent.....	12	24.05
Operator clerk.....	8	18.00
Simsbury, operator clerk.....	8	18.00
Operator clerk.....	8	18.00
Granby, agent operator.....	12	19.00
Congamond, agent operator.....	8	20.00
Operator clerk.....	8	17.50
Operator clerk.....	8	17.50
Southwick, agent operator.....	12	18.00
Westfield, assistant agent opr.....	10	23.10
Southampton, agent operator.....	8	18.00
Operator clerk.....	8	17.50
Operator clerk.....	8	17.50
Northampton, operator clerk.....	8	18.00
Operator clerk.....	8	18.00
Operator clerk.....	8	18.00
South Deerfield, agent operator.....	12	19.00
Conway, agent operator.....	12	16.00

New Hartford Branch.

Unionville, agent operator.....	12	\$ 22.00
Operator clerk.....	12*	15.50

Station and Position.	Hrs.	Rate per Week.
Collinsville, agent operator.....	12	\$ 22.00
Operator clerk.....	12*	15.50
Pine Meadow, agent operator.....	12	18.50
New Hartford, agent operator.....	12	20.50

Holyoke Branch.

Holyoke, operator clerk.....	12	\$ 18.00
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Williamsburg Branch.

Florence, agent operator.....	12	\$ 20.50
Leeds, agent.....	12	12.25
Haydenville, agent operator.....	12	17.50
Williamsburg, agent operator.....	12	20.50

Turners Falls Branch.

Turners Falls, agent operator.....	12	\$ 23.00
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Regular Relief Employees.

Regular relief, agent operator.....	12	\$ 25.50
Agent operator.....	12	25.50
Signalman operator.....	12	22.75
Signalman operator.....	12	22.75

HIGHLAND DIVISION.**Bridgeport to Pittsfield.**

Station and Position.	Hrs.	Rate per Week.
Trumbull, agent.....	12	\$ 17.25
Long Hill, agent operator.....	12	17.25
Stepney, agent operator.....	12	18.25
Botsford, agent operator.....	8	19.25
Operator clerk.....	8	17.75
Operator clerk.....	8	17.50
Newtown, agent operator.....	12	19.25
Operator clerk.....	12	18.00
Brookfield Jct., agent.....	12	20.25
Operator clerk.....	8	18.25
Operator clerk.....	8	17.75
Operator clerk.....	8	17.50
Brookfield, agent operator.....	12	18.25
Still River, agent operator.....	12	18.75
New Milford, agent.....	12	25.00
Operator ticket clerk.....	8	19.50
Operator ticket clerk.....	8	18.75
Operator ticket clerk.....	8	17.50
Merwinsville, agent operator.....	12	18.25
Woodrow, agent.....	12	18.25
Kent, agent.....	12	17.75
Operator clerk.....	12*	14.75
Cornwall Bridge, agent operator.....	12	18.25
West Cornwall, agent operator.....	12	18.25
Lime Rock, agent operator.....	12	19.25
Falls Village, agent operator.....	12	18.25
Canaan, operator clerk.....	8	19.85
Operator clerk.....	8	18.75
Operator clerk.....	8	18.00
Ashley Falls, agent operator.....	12	19.25
Sheffield, agent operator.....	12	19.25
Great Barrington, operator clerk.....	9	19.50
Operator clerk.....	9	18.00
Van Deusenville, agent operator.....	8	18.25
Operator clerk.....	8	17.50
Operator clerk.....	8	17.50
Housatonic, agent operator.....	12	21.00
Operator clerk.....	12*	16.75
Stockbridge, agent operator.....	12	18.50
Operator clerk.....	12*	17.50
Hurlburt (South Lee), agent opr.....	12	17.25
Lee, operator ticket clerk.....	12	18.75
Niagara (Lenoxdale), agent opr.....	12	18.25
Lenox, agent operator.....	12	25.00
Pittsfield, operator clerk.....	12	17.25

Hawleyville to Litchfield.

Roxbury, agent operator.....	12	\$ 19.75
Washington, agent operator.....	12	18.25
New Preston, agent operator.....	12	18.25

Station and Position.	Rate per Hrs. Week.
Romford, agent.....	12 \$ 11.00
Bantam, agent.....	12 18.50
Litchfield, agent operator.....	12 20.50

State Line Branch.

West Stockbridge, agent operator.....	12 \$ 19.75
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Waterbury to Danbury.

Allerton Farms, agent operator.....	12* \$ 16.75
Towantic, block operator.....	8 17.50
Block operator.....	8 17.50
Block operator.....	8 17.50
Oxford, agent operator.....	12 19.75
Operator clerk.....	12 17.25
Southbury, agent operator.....	12 20.00
Operator clerk.....	8 17.00
Sandy Hook, agent operator.....	8 19.25
Operator clerk.....	8 17.50
Operator clerk.....	8 17.50
Hawleyville (SS 201), signalman.....	8 18.50
Signalman.....	8 18.50
Signalman.....	8 18.50
Hawleyville, operator clerk.....	10 20.25
Hawleyville Jct. (SS), signalman.....	8 18.25
Signalman.....	8 18.25
Signalman.....	8 18.25
Berkshire Jct. (SS), signalman.....	8 18.25
Signalman.....	8 18.25
Signalman.....	8 18.25
Danbury, ticket agent.....	10 24.00
Operator.....	8 20.35
Operator.....	8 20.35
Operator.....	8 20.35
Operator.....	8 19.25
Operator.....	8 19.25

Watertown Branch.

Oakville, agent operator.....	12 \$ 19.00
Watertown, agent operator.....	12 19.00

Botsford to New Haven.

Stevenson, agent operator.....	8 \$ 16.75
Operator clerk.....	8 16.25
Operator clerk.....	8 16.25
Shelton, agent.....	12 27.50
Operator clerk.....	12 19.00
Orange, agent.....	12 18.00

Devon to Winsted.

Derby Junction S. S., signalman.....	8 \$ 19.35
Signalman.....	8 19.35
Signalman.....	8 19.35
Derby, operator clerk.....	10* 16.00
Ansonia, ticket agent.....	12 21.25
Operator.....	8 18.50
Operator.....	8 18.25
Operator.....	8 17.50
Seymour, agent.....	12 26.00
Operator ticket clerk.....	12 19.00
Beacon Falls, agent.....	12 18.50
Operator clerk.....	8 17.50
Operator clerk.....	8 17.50
Operator clerk.....	8 17.50
Naugatuck, ticket agent opr.....	12 \$ 20.25
Union City, agent operator.....	12 20.25
Bank St. Jct. S. S., signalman.....	8 22.75
Signalman.....	8 22.50
Signalman.....	8 22.50
Leverman.....	9 18.50
Leverman.....	9 18.50
Dispatchers' Office, operator.....	8 23.20
Operator.....	8 23.20
Operator.....	8 23.20
Car distributor.....	10 27.00
Highland Jct. S. S., signalman.....	8 21.00
Signalman.....	8 20.00
Signalman.....	8 20.00

Station and Position	Rate per Hrs. Week.
Waterville, agent operator.....	12 \$ 20.25
Operator clerk.....	12 18.25
Thomaston, operator ticket clerk.....	12 19.25
East Litchfield, agent operator.....	12 17.75
Torrington, ticket agent operator.....	8 20.75
Operator clerk.....	8 18.00
Winsted, operator ticket clerk.....	8 21.25
Operator ticket clerk.....	8 18.75
Operator ticket clerk.....	8 17.50

Regular Relief Employee.

Regular relief, agent operator.....	12 \$ 25.50
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HARTFORD DIVISION.

Springfield to Air Line Junction.

Station and Position.	Rate per Hrs. Week.
Springfield, signalman.....	8 \$ 21.00
Signalman.....	8 21.00
Signalman.....	8 20.50
(Summer St.), operator clerk.....	10* 19.00
Thompsonville, operator clerk.....	12 19.00
Windsor Locks, operator clerk.....	8 17.50
Operator clerk.....	8 17.00
Operator clerk.....	8 17.00
Windsor, agent.....	12 22.00
Operator clerk.....	12* 16.00
Hartford (Branch Sw.), opr. clerk.....	8 18.00
Operator clerk.....	8 18.00
(SS 214), signalman.....	8 22.75
Signalman.....	8 22.50
Signalman.....	8 22.50
Leverman.....	8 20.00
Leverman.....	8 20.00
Leverman.....	8 20.00
(SS 215), signalman.....	8 19.50
Signalman.....	8 19.25
Signalman.....	8 19.00
(West Side), operator.....	8 19.50
Operator.....	8 19.50
Operator.....	8 18.00
(Passenger), W. U. operator.....	10 17.00
(Dispatchers' Office), operator.....	8 23.20
Operator.....	8 23.20
Operator.....	8 23.20
Car distributor.....	10 27.00
Newington, agent.....	12 18.00
Berlin, ticket agent operator.....	8 21.00
Operator clerk.....	8 18.75
Operator clerk.....	8 17.75
Meriden, ticket agent operator.....	12 30.00
Operator ticket clerk.....	12 21.00
Operator freight clerk.....	8 18.75
Operator freight clerk.....	8 17.75
Operator freight clerk.....	8 17.75
Wallingford, operator clerk.....	8 18.75
Operator clerk.....	8 17.75
Operator clerk.....	8 17.75
North Haven, agent operator.....	12 20.00

Suffield Branch.

Suffield, agent operator.....	12 \$ 20.00
Saybrook Point to Hartford.	
Saybrook Point, agent operator.....	12 \$ 21.00
Essex, agent.....	12 20.50
Operator clerk.....	12* 15.50
Deep River, agent operator.....	12 18.00
Chester, agent.....	12 18.00
Hadlyme, agent.....	12 12.00
East Haddam, agent.....	12 18.00
Operator clerk.....	12 15.50
Arnolds, agent.....	12 11.50
Haddam, agent operator.....	12 17.50
Higganum, agent operator.....	12 19.00

Station and Position.	Rate per Hrs. Week.
Middletown, ticket agent operator.....	12 \$ 25.00
Operator clerk.....	8 20.00
Operator clerk.....	8 18.50
Operator clerk.....	8 17.50
Signalman.....	8 20.25
Signalman.....	8 19.50
Signalman.....	8 18.50
Cromwell, agent operator.....	12 16.00
Operator clerk.....	8 17.00
Operator clerk.....	8 17.00
Operator clerk.....	8 17.00
Rocky Hill, agent operator.....	12 21.00
Wethersfield, agent operator.....	12 18.00
Hartford, State St., tkt. agt. opr.....	12 19.50

Columbia to Highland Junction.

Hop River, agent operator.....	12 \$ 19.00
Andover, agent operator.....	8 19.00
Operator clerk.....	8 18.00
Operator clerk.....	8 17.25
Steels, block operator.....	8 17.00
Block operator.....	8 17.00
Block operator.....	8 17.00
Bolton, agent operator.....	12 17.50
Club House, block operator.....	8 17.00
Block operator.....	8 17.00
Vernon, agent.....	12 17.50
Vernon Cabin, opr. switchman.....	12 18.75
Vernon Jct. S. S., signalman.....	8 19.50
Signalman.....	8 19.25
Signalman.....	8 19.00
Talcottville, agent.....	12 14.50
Manchester, freight agent.....	12 27.50
Ticket agent operator.....	8 19.00
Operator clerk.....	8 18.00
Buckland, agent.....	12 16.00
Burnside Jct. S. S., signalman.....	8 19.50
Signalman.....	8 19.25
Signalman.....	8 19.00
East Hartford, yd. off., opr. clerk.....	8 18.00
Operator clerk.....	8 18.00
East Hartford, ticket agent opr.....	12 17.50
Elmwood, agent.....	12 16.50
New Britain, operator clerk.....	9 18.50
Operator clerk.....	9 18.50
Forestville, operator clerk.....	12 18.50
Bristol, freight agent.....	12 28.25
Ticket agent operator.....	12 24.00
Operator clerk.....	8 19.25
Operator clerk.....	8 19.25
Operator clerk.....	12* 15.50
Terryville, agent.....	12 20.00
Operator clerk.....	12 18.00

Springfield Branch.

Armory, agent.....	12 \$ 23.10
Operator clerk.....	10* 17.00
E. Longmeadow, agent operator.....	12 17.00
Hazardville, agent operator.....	12 21.00
Melrose, agent operator.....	12 17.50
Broad Brook, agent operator.....	12 18.50
E. Windsor, agent.....	12 15.50
W. Windsor Hill, agent operator.....	12 17.00
South Windsor, agent.....	12 16.00

Rockville Branch.

Rockville, freight agent.....	12 \$ 25.00
Ticket agent operator.....	12 19.50
Ellington, agent.....	12 12.00

Regular relief, agent operator.....	12 \$ 25.50
Regular relief, agent operator.....	12 25.50
Regular relief, agent operator.....	12 25.50

NEW LONDON DIVISION.

Waterford to South Auburn.

Station and Position.	Rate per Hrs. Week.
Waterford, agent.....	12 \$ 15.50
Signalman.....	8 19.25
Signalman.....	8 18.85
Signalman.....	8 18.85
New London, frt. yd., signalman.....	8 20.75
Signalman.....	8 20.75
Signalman.....	8 20.75
Dispatchers' Office, operator.....	8 23.20
Operator.....	8 23.20
Operator.....	8 23.20
Car distributor.....	10 27.00
W. U. operator, N. L.....	12 17.60
Thames River D.B., signalman.....	8 22.25
Signalman.....	8 22.00
Signalman.....	8 22.00
Groton, signalman.....	8 18.00
Signalman.....	8 17.50
Signalman.....	8 17.50
Agent.....	12 18.50
Midway (West End), signalman.....	8 22.75
Signalman.....	8 22.50
Signalman.....	8 22.50
Agent.....	12 20.75
(Yard), operator.....	12 19.00
Operator.....	12 19.00
(East End), signalman.....	8 22.75
Signalman.....	8 22.50
Signalman.....	8 22.50
Noank, agent operator.....	12 17.00
Mystic, signalman.....	8 19.25
Signalman.....	8 18.85
Signalman.....	8 18.85
Agent.....	12 24.50
Operator ticket clerk.....	12 16.50
Stonington, agent.....	12 22.75
Operator ticket clerk.....	12 16.50
Signalman.....	8 19.25
Signalman.....	8 18.85
Signalman.....	8 18.85
Westerly, signalman.....	8 19.25
Signalman.....	8 18.85
Signalman.....	8 18.85
Bradford, agent operator.....	12 20.25
Signalman.....	8 18.90
Signalman.....	8 18.50
Signalman.....	8 18.50
Wood River Jct., agent.....	12 20.75
Signalman.....	8 18.90
Signalman.....	8 18.50
Signalman.....	8 18.50
Carolina, agent.....	12 15.00
Shannock, agent.....	12 16.50
Signalman.....	8 18.90
Signalman.....	8 18.50
Signalman.....	8 18.50
Kenyons, agent operator.....	12 17.50
Kingston, agent.....	12 29.50
Operator ticket clerk.....	12 17.75
Signalman.....	8 19.70
Signalman.....	8 19.30
Signalman.....	8 19.30
Slocums, agent.....	12 16.50
Signalman.....	8 18.90
Signalman.....	8 18.50
Signalman.....	8 18.50
Wickford Jct., agent operator.....	12 24.50
Signalman.....	8 19.25
Signalman.....	8 18.85
Signalman.....	8 18.85

SCHEDULES AND WAGE SCALES.

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Station and Position.	Rate per Hrs. Week.
Davisville, signalman.....	8 \$ 18.90
Signalman	8 18.50
Signalman	8 18.50
Agent	12 17.50
East Greenwich, signalman.....	8 19.25
Signalman	8 18.85
Signalman	8 18.85
Agent	12 25.00
Operator ticket clerk.....	12 16.50
Cowesett, agent.....	12 15.00
Apponaug, signalman.....	8 18.90
Signalman	8 18.50
Signalman	8 18.50
Agent	12 18.00
Hills Grove, signalman.....	8 18.90
Signalman	8 18.50
Signalman	8 18.50
Agent	12 18.50
Norwood, agent.....	12 16.00

Wickford Branch.

Belleville, agent.....	12 \$ 14.25
Wickford Ldg., agent.....	12 18.00

Groton to South Worcester.

Navy Yard, agent operator.....	12 \$ 18.00
Gales Ferry, agent operator.....	12 18.00
Norwich, ticket agent operator.....	8 22.00
Operator clerk.....	8 19.25
Operator clerk.....	8 18.00
Greenville, agent.....	12 13.00
Taft's, agent operator.....	8 17.75
Operator clerk.....	8 17.50
Operator clerk.....	8 17.00
Shetucket, block operator.....	9 17.00
Block operator.....	9 17.00
Reades, block operator.....	9 17.00
Block operator.....	9 17.00
Jewett City, agent.....	12 19.50
Operator clerk.....	8 17.75
Operator clerk.....	8 17.50
Operator clerk.....	8 17.00
Bishops, block operator.....	9 17.00
Block operator.....	9 17.00
Central Village, agent operator.....	8 18.00
Operator clerk.....	8 17.75
Operator clerk.....	8 17.75
Wauregan, agent.....	12 15.75
Danielson, agent.....	12 23.50
Operator clerk.....	8 17.75
Operator clerk.....	8 17.25
Dayville, agent.....	12 20.00
Operator clerk.....	12 18.00
Putnam, ticket agent operator.....	12 21.50
Signalman	8 20.50
Signalman	8 20.25
Signalman	8 19.50
Block operator.....	8 17.25
Block operator.....	8 17.25
Block operator.....	8 17.25
West Thompson, agent operator.....	12 18.00
Grosvenordale, agent.....	12 14.00
North Grosvenordale, agent.....	12 19.50
Operator clerk.....	8 18.00
Operator clerk.....	8 17.25
Webster, freight agent.....	12 27.00
Ticket agent operator.....	9 21.00
Operator clerk.....	9 19.25
Operator clerk.....	9 17.75
Oxford, agent operator.....	9 19.25
Operator clerk.....	9 17.00
North Oxford, agent.....	12 11.50
Maywood Siding, block operator.....	12 17.50
Auburn, agent-operator.....	9 18.50

Station and Position.	Rate per Hrs. Week.
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Southbridge Branch.

East Webster, agent.....	12 \$ 11.50
Quinebaug, agent.....	12 17.00
Sandersdale, agent.....	12 11.50
Southbridge, ticket agent opr.....	12 18.50

Regular Relief Employees.

Regular relief, agent operator.....	12 \$ 25.50
Regular relief, agent operator.....	12 25.50

PROVIDENCE DIVISION.

Auburn to Readville.

Station and Position.	Rate per Hrs. Week.
Auburn, agent.....	12 \$ 25.75
Operator clerk.....	12 19.25
Signalman	8 22.75
Signalman	8 22.50
Signalman	8 22.50
Elmwood, signalman.....	8 19.50
Signalman	8 19.00
Signalman	8 19.00
Agent	12 17.50
Cranston Street, agent.....	12 16.50
Westminster St. S. S., signalman.....	8 19.50
Signalman	8 19.00
Signalman	8 19.00
Atwell Ave., agent.....	12 16.00
Brayton Ave. S. S., signalman.....	8 22.75
Signalman	8 22.50
Signalman	8 22.50
Leverman	8 21.00
Leverman	8 21.00
Leverman	8 21.00
Train Dispatchers' Office, operator.....	8 23.20
Operator	8 23.20
Operator	8 23.20
Operator	8* 19.90
Car distributor.....	10 27.00
Sta. Master's Office (Prov.), opr.....	10 19.50
Promenade St. S. S., signalman.....	8 22.75
Signalman	8 22.50
Signalman	8 22.50
Leverman	8 21.50
Leverman	8 21.50
Orme St. S. S., signalman.....	8 22.75
Signalman	8 22.50
Signalman	8 22.50
Leverman	8 21.00
Leverman	8 21.00
Northup Ave. Yard, operator.....	8 19.50
Operator	8 19.50
Operator	8 19.50
Northup Ave. S. S., signalman.....	8 22.75
Signalman	8 22.50
Signalman	8 22.50
Leverman	8 21.00
Pawtucket (Woodlawn S. S.), sig.....	8 22.75
Signalman	8 22.50
Signalman	8 22.50
Boston Switch S. S., signalman.....	8 22.75
Signalman	8 22.50
Signalman	8 22.50
Newport Road S. S., signalman.....	8 19.50
Signalman	8 19.00
Signalman	8 19.00
Hebronville, agent.....	12 16.50
East Junction S. S., signalman.....	8 21.00
Signalman	8 20.50

Station and Position.	Rate per Hrs. Week.	Station and Position.	Rate per Hrs. Week.
Dodgeville, agent.....	12 \$ 15.50	Worcester:	
Olive St. S. S., Attleboro, sig.....	8 21.50	Southbridge St. S. S., signalman	8 \$ 19.50
Signalman	8 21.25	Signalman	8 19.00
Signalman	8 21.25	Signalman	8 19.00
Park St. S. S., Attleboro, sig.....	8 22.75	Jackson St. S. S., signalman....	8 22.75
Signalman	8 22.50	Signalman	8 22.50
Signalman	8 22.50	Signalman	8 22.50
West Mansfield, agent.....	12 17.50	Franklin St. S. S., signalman... 8	22.75
Signalman	8 19.50	Signalman	8 22.50
Signalman	8 19.00	Signalman	8 22.50
Signalman	8 19.00	Southgate St., block operator...12	17.50
East Foxboro, agent.....	12 16.50		
Signalman	8 19.50	Hope Branch.	
Signalman	8 19.00	South Auburn, agent.....	12 \$ 15.00
Signalman	8 19.00	Pettacomett, agent.....	12 14.00
Sharon Heights, agent operator...12	19.75	Sockanosset, agent.....	12 17.25
Signalman	8 19.50	Howard, agent.....	12 17.50
Signalman	8 19.00	Pontiac, agent.....	12 20.00
Signalman	8 19.00	Operator clerk.....	12 18.75
Sharon Pit S. S., signalman.....	8 19.50	East Natick, agent.....	12 15.00
Signalman	8 19.00	Westcott, agent.....	12 15.00
Signalman	8 19.00	Clyde, agent.....	12 21.25*
Sharon, agent operator.....	12 18.50	Operator clerk.....	12* 16.50
Canton Junction, signalman.....	8 22.75	Phenix, agent.....	12 15.50
Signalman	8 22.50	Harris, agent operator.....	12 19.75
Signalman	8 22.50	Arkwright, agent.....	12 16.00
Agent	12 22.00	Hope, agent operator.....	12 20.75
Dedham Road S. S., signalman... 8	19.50		
Signalman	8 19.00	South Providence Branch.	
Signalman	8 19.00	South Providence, agent.....	12 \$ 25.50
Valley Falls to Worcester.			
Valley Falls, signalman.....	8 \$ 22.75	Willimantic Branch.	
Signalman	8 22.50	Dike St., agent operator.....	12 \$ 18.75
Signalman	8 22.50	Cranston, agent operator.....	12 19.75
Agent operator.....	9 22.00	Operator clerk.....	12 17.50
Operator clerk.....	9 18.75	Oaklawn, agent operator.....	12 17.50
Operator clerk.....	9 18.75	Natick, agent operator.....	12 19.50
Operator clerk.....	9 18.75	Operator clerk.....	12 17.50
Lonsdale, agent operator.....	12 22.00	Riverpoint, agent operator.....	9 19.75
Operator clerk.....	12 18.00	Operator clerk.....	9 17.25
Berkeley, agent operator.....	12 18.50	Centerville, agent.....	12 22.00
Ashton, agent operator.....	12 18.00	Operator clerk.....	12 18.00
Albion, agent operator.....	12 18.50	Quidnick, agent operator.....	12 18.75
Manville, agent operator.....	12 22.00	Anthony, agent.....	12 17.50
Operator clerk.....	12 18.00	Washington, agent operator.....	9 18.50
Woonsocket, ticket agent operator 9	24.00	Operator clerk.....	9 17.50
Operator ticket clerk.....	9 19.75	Coventry, agent operator.....	12 18.25
Operator	12 16.75	Summit, agent operator.....	12 17.75
River St. Sta., ticket agt. opr. 12	20.50	Greene, agent operator.....	12 17.75
Woonsocket, signalman.....	8 20.50	Oneco, agent operator.....	12 17.50
Signalman	8 19.50	Sterling, agent.....	12 19.50
Signalman	8 19.50	Operator clerk.....	12 17.50
Blackstone, agent.....	12 24.50	Moosup, agent.....	12 22.00*
Operator ticket clerk.....	9 18.75	Operator clerk.....	12 18.00
Operator ticket clerk.....	9 18.50	Plainfield, agent.....	12 22.00
Operator ticket clerk.....	9 18.00	Operator clerk signalman....	8 17.75
Millville, agent.....	12 22.00	Operator clerk signalman....	8 17.75
Operator ticket clerk.....	12 18.75	Operator clerk signalman....	8 17.00
Uxbridge, agent.....	12 21.00	Canterbury, agent.....	12 10.50
Operator ticket clerk.....	12 18.75	Lisbon, agent operator.....	12 16.75
Whitins, agent.....	12 25.50	Versailles, agent operator.....	12 19.50
Operator ticket clerk.....	12 18.75	Baltic, agent.....	12 19.75
Northbridge, agent operator.....	12 21.00	Operator clerk.....	12 17.50
Operator clerk.....	12 17.75	South Windham, agent operator..12	17.50
Farnumsville, agent operator.....	12 17.50		
Saundersville, agent operator.....	12 18.00	Harrisville Branch.	
Millbury, agent.....	12 22.00	Olneyville, agent operator.....	12 \$ 23.00
Operator clerk.....	12 17.50	Manton, agent operator.....	12 18.00
		Centerdale, agent operator.....	12 18.75
		Leverman	10 17.00
		Leverman	10 17.00
		Esmond, agent.....	12 17.50
		Georgiaville, agent operator.....	12 18.00
		Stillwater, agent operator.....	12 18.00

Station and Position.	Rate per Hrs. Week.
Tarklin, agent operator.....12	\$ 18.00
Oakland, agent operator.....12	18.75

Providence to Bristol and Fall River.

Seekonk River S. S., signalman... 8	\$ 23.75
Signalman 8	19.80
Signalman 8	19.80
Water St. S. S., signalman..... 8	21.50
Signalman 8	21.00
Signalman 8	21.00
East Providence, agent.....12	17.50
Signalman 8	22.00
Signalman 8	21.75
Signalman 8	21.75
Wharf, operator clerk.....10*	15.00
Riverside, agent operator.....12	19.25
West Barrington, agent operator.12	19.75
Nayatt, agent operator.....12	17.50
Barrington, agent operator.....12	18.25
Warren, agent.....12	23.50
Operator ticket clerk..... 9	19.75
Operator ticket clerk..... 9	18.75
Signalman 9	21.00
Signalman 9	21.00
Bristol, agent operator..... 9	25.00
Operator ticket clerk..... 9	19.75
Operator ticket clerk..... 9	18.75
Constitution St., ticket agent...12	14.00
Touisset, agent operator.....12	18.50
South Swansea, agent operator...12	18.50

East Providence to East Junction and Valley Falls.

Waterman Ave., signalman..... 8	\$ 19.00
Signalman 8	18.75
Signalman 8	18.75
Rumford, agent.....12	17.00
Phillipsdale, agent.....12	25.00
Darlington, agent.....12	25.00

Franklin Branch.

Adamsdale, agent.....12	\$ 13.00
Adamsdale Jct., S. S., signalman.. 8	19.00
Signalman 8	18.50
Abbots Run, agent.....12	13.00
Arnolds Mills, agent operator....12	17.00
West Wrentham, agent.....12	13.00

Wrentham Branch.

North Attleboro, operator clerk..12	\$ 15.25
Plainville, agent operator.....12	18.50
Wrentham, agent operator.....12	19.75
Pondville, agent.....12	15.00
Walpole Heights, agent operator..12	19.50
Bird Mills (East Walpole), agent.12	25.00
Operator clerk.....12	20.40
Morrills, agent operator.....12	17.50

Attleboro Branch.

Chartley, agent operator.....12	\$ 18.00
Barrowsville, agent.....12	16.50

Stoughton Branch.

Canton, agent operator.....12	\$ 22.00
Stoughton, operator ticket clerk.. 9	17.50
Operator ticket clerk..... 9	17.25

Regular Relief Employees.

Regular relief, agent operator.....12	\$ 25.50
Regular relief, agent operator.....12	25.50
Regular relief, agent operator.....12	25.50
Regular relief, signalman operator.12	22.75

**BOSTON DIVISION.
Boston to Hyde Park.**

Station and Position.	Rate per Hrs. Week.
Dispatchers' Office, operator..... 8	\$ 23.20
Operator 8	23.20
Operator 8	23.20
Operator 8	23.20
Operator 8	23.20
Operator 8	23.20
Operator 8	23.20
Car distributor.....10	27.00
Broadway S. S., signalman..... 8	22.75
Signalman 8	22.50
Signalman 8	22.50
Leverman 8*	18.00
Castle Square S. S., signalman... 8	19.50
Signalman 8	19.00
Back Bay, W. U. operator.....12	14.25
Signalman 8	21.50
Signalman 8	21.50
Signalman 8	19.00
Chickering S. S., signalman..... 8	22.75
Signalman 8	22.50
Signalman 8	22.50
Leverman 8*	18.00
Leverman 8*	18.00
Leverman 8*	18.00
Roxbury, ticket agent.....12	19.00
Heath Street, agent.....12	19.00
Boylston Street, agent.....12	25.00
Signalman 8	19.50
Signalman 8	19.00
Signalman 8	19.00
Jamaica Plain, ticket agent.....12	20.00
Operator ticket clerk.....12	19.00
Forest Hills, agent.....12	22.00
Signalman 8	22.75
Signalman 8	22.50
Signalman 8	22.50
Leverman 8	21.00
Mount Hope, agent.....12	18.00
Clarendon Hills, agent.....12	16.00
Signalman 8	19.50
Signalman 8	19.00
Hazelwood, agent.....12	16.00

West Roxbury Branch.

Roslindale, agent..... 9	\$ 18.00
Highland, agent..... 9	16.00
West Roxbury, ticket agent.....12	16.00
Signalman 9	19.75
Signalman 9	18.75
Spring St., agent.....12	20.00
Dedham, operator clerk..... 9	18.50
Operator clerk..... 9	18.50

Readville Branch.

East Dedham, agent.....12	\$ 21.00
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Boston to Provincetown.

South Boston S. S., director..... 8	\$ 27.00
Director 8	27.00
Director 8	27.00
Leverman 8	21.50
Leverman 8	21.50
Leverman 8	21.50
Leverman 8	21.50
Leverman 8	21.50
Leverman 8	21.50
Leverman 8	21.50
Leverman 8	21.50
Leverman 8	21.50
Leverman 8	21.50
Leverman 8	21.50
Leverman 8	21.50
Master Mechanic's Of., opr. clk..12*	18.00

SCHEDULES AND WAGE SCALES.

Station and Position.	Rate per Hrs. Week.	Station and Position.	Rate per Hrs. Week.
Crescent Ave., agent.....	12 \$ 16.00	Onset, agent.....	12 \$ 21.00
Southampton St. S. S., signalman	8 21.50	Operator ticket clerk.....	12 17.50
Signalman.....	8 21.50	Buzzards Bay, agent.....	12 23.00
Signalman.....	8 19.00	Operator ticket clerk.....	12 17.50
Savin Hill, agent.....	12 16.00	Signalman.....	8 19.80
Harrison Square, signalman.....	8 22.75	Signalman.....	8 19.80
Signalman.....	8 22.50	Signalman.....	8 19.30
Signalman.....	8 20.00	Bourne, agent.....	12 17.00
Agent.....	12 23.00	Sampson (Bournedale), agent.....	12 15.06
Neponset, agent.....	12 22.00	Sagamore, agent operator.....	12 21.00
Signalman.....	8 21.50	Operator ticket clerk.....	12 18.50
Signalman.....	8 20.50	Sandwich, agent.....	12 18.50
Signalman.....	8 19.00	Operator ticket clerk.....	12 17.50
Atlantic, ticket agent operator.....	12 19.00	Royal (East Sandwich), agent.....	12 13.60
Signalman.....	8 22.75	Clement (W. Barnstable), agent.....	12 21.00
Signalman.....	8 22.50	Operator ticket clerk.....	12 17.50
Signalman.....	8 20.00	Barnstable, agent operator.....	12 18.00
Norfolk Downs, agent.....	12 16.00	Yarmouth, agent operator.....	9 20.00
Wollaston, agent.....	12 23.00	Operator clerk.....	9 16.50
Quincy, ticket agent.....	9 21.00	Operator clerk.....	9 16.50
Ticket clerk.....	9 18.50	Pass River, agent operator.....	12 17.00
Braintree, ticket agent operator.....	12 21.50	South Dennis, agent operator.....	12 18.00
Signalman.....	8 22.75	Norman (North Harwich), agent.....	12 18.00
Signalman.....	8 22.50	Harwich, agent operator.....	12 21.00
Signalman.....	8 22.50	Brewster, agent operator.....	12 17.50
Leverman.....	8* 18.00	East Brewster, agent operator.....	12 17.00
Leverman.....	8* 18.00	Orleans, agent operator.....	12 20.00
South Braintree, ticket agent opr.....	12 20.50	Eastham, agent.....	12 12.95
Operator clerk.....	9 20.00	Hastings (N. Eastham), agent.....	12 17.00
Operator clerk.....	9 20.00	South Wellfleet, agent.....	12 12.95
Yard S. S., signalman.....	8 18.00	Wellfleet, agent operator.....	12 20.00
Signalman.....	8 18.00	South Truro, agent.....	12 12.95
Signalman.....	8 18.00	Truro, agent.....	12 12.95
Junction S. S., signalman.....	8 19.00	Moorland (N. Truro), agent opr.....	12 18.00
Signalman.....	8 18.00	Provincetown, agent.....	12 25.00
Signalman.....	8 18.00	Operator clerk.....	12 18.50
Braintree Highlands, signalman.....	8 19.50	Mattapan Branch.	
Signalman.....	8 19.00	Fields Corner, agent.....	12 \$ 16.00
Signalman.....	8 19.00	Ashmont, agent.....	12 16.00
Holbrook, agent operator.....	12 18.00	Cedar Grove, agent.....	12 15.00
Avon, agent operator.....	12 18.00	Shawmut Jet. S. S., signalman.....	9 19.50
Montello, ticket agent operator.....	12 19.00	Signalman.....	9 18.50
Brockton, signalman.....	8 22.75	Milton, agent.....	12 25.00
Signalman.....	8 22.50	Mattapan, agent operator.....	9 22.00
Signalman.....	8 20.00	Operator clerk.....	9 17.50
Ticket agent operator.....	12 25.00	West Quincy Branch.	
Operator ticket clerk.....	12 19.00	Montclair, agent.....	12 \$ 12.95
Campello, ticket agent operator.....	12 19.00	East Milton, agent.....	12 17.10
Signalman.....	8 19.50	West Quincy, agent.....	12 23.00
Signalman.....	8 19.00	Operator ticket clerk.....	12 18.00
Signalman.....	8 19.00	Braintree to Kingston.	
Matfield, agent operator.....	12 18.00	Weymouth, agent operator.....	12 \$ 20.00
Signalman.....	12 16.50	Weymouth Heights, agent.....	12 16.00
Westdale, agent operator.....	12 18.00	East Weymouth, agent operator.....	12 23.00
Signalman.....	12 16.50	Operator clerk.....	12 18.50
Stanley, agent opr. signalman.....	12 18.50	Hingham, agent.....	12 25.00
Bridgewater, agent.....	12 24.00	Operator clerk.....	12 18.50
Operator ticket clerk.....	12 19.00	Nantasket Jet., operator clerk.....	10 17.50
Titicut, agent operator.....	12 18.50	North Cohasset, agent.....	12 18.00
Middleboro, signalman.....	12 18.00	Cohasset, agent.....	12 21.00
Signalman.....	12 17.00	Ticket agent operator.....	9 18.00
Operator clerk.....	8 18.00	Operator ticket clerk.....	9 17.50
Operator clerk.....	8 17.50	Beechwood, agent.....	12 12.95
Operator clerk.....	8 17.00	North Scituate, agent operator.....	12 18.75
Rock, agent operator.....	12 17.00	Egypt, agent operator.....	12 18.00
South Middleboro, agent operator.....	12 17.00	Scituate, agent operator.....	12 18.75
Tremont, agent.....	12 23.00	Greenbush, agent operator.....	12 19.00
Operator ticket clerk.....	12 18.00	North River, agent operator.....	12 17.50
South Wareham, agent.....	12 16.00	Sea View, agent operator.....	12 17.50
Parker Mills, agent.....	12 12.95	Center Village, agent.....	12 12.95
Wareham, agent.....	12 22.00	Marshfield, agent operator.....	12 18.50
Operator ticket clerk.....	12 17.50	Green Harbor, agent.....	12 12.95

Station and Position.	Rate per Hrs. Week.
Duxbury, agent operator.....12	\$ 18.00
Standish, agent operator.....12	18.00
Island Creek, agent.....12	12.95

South Braintree to Plymouth.

South Weymouth, agent operator.....12	\$ 19.50
North Abington, agent.....12	23.00
Ticket clerk operator.....12	19.50
Abington, agent.....12	17.00
Whitman, agent.....12	25.00
Ticket agent operator.....9	19.50
Operator ticket clerk.....9	17.50
North Hanson, agent.....12	14.00
Bryantville, agent operator.....12	18.00
Burrage, agent.....12	16.50
Monponsett, agent.....12	14.00
Halifax, agent operator.....12	17.50
Plympton, agent operator.....12	18.00
Kingston, agent operator.....12	21.00
Operator clerk.....12	16.50
Seaside, agent.....12	18.50
North Plymouth, frt, agent opr.....12	25.00
Plymouth, agent operator.....12	28.00
Ticket clerk operator.....9	19.50
Operator clerk.....9	19.00

Nantasket Beach Branch.

Nantasket, agent operator.....9†	\$ 17.50
Clerk operator.....9†	16.50
Allerton, agent operator.....12	18.00
Pemberton, agent operator.....9†	17.50
Clerk operator.....9†	16.50

Hanover Branch.

Rockland, agent.....12	\$ 22.00
Ticket agent operator.....12	16.50
Circuit St., agent.....12	18.50
Perry, agent operator.....12	16.50
Hanover, agent operator.....12	20.00

Bridgewater Branch.

East Bridgewater, agent opr.....12	\$ 21.00
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Darby Branch.

Nemasket, agent.....12	\$ 12.95
North Carver, agent.....12	17.50
Darby, agent.....12	12.95

Fairhaven Branch.

Marion, agent operator.....12	\$ 18.50
Mattapoisset, agent operator.....12	18.50
Fairhaven, agent.....12	23.00
Operator ticket clerk.....12	17.50

Woods Hole Branch.

Cataumet, agent operator.....12	\$ 18.00
Williams (N. Falmouth), agt. opr.....12	18.00
Long View (W. Falm'h), agt. opr.....12	18.00
Falmouth, agent operator.....12	23.00
Operator clerk.....12	18.50
Woods Hole, agent.....12	21.00
Operator ticket clerk.....12	17.50

Hyannis Branch.

Hyannis, agent operator.....12	\$ 25.00
Operator ticket clerk.....9	17.00
Operator ticket clerk.....9†	17.00

Chatham Branch.

South Harwich, agent.....12	\$ 12.95
South Chatham, agent.....12	12.95
Chatham, agent operator.....12	21.00

†Summer position only.

Regular Relief Employees.

Station and Position.	Rate per Hrs. Week.
Regular relief, agent operator.....12	\$ 25.50
Regular relief, agent operator.....12	25.50
Regular relief, agent operator.....12	25.50
Regular relief, signalman opr.....12	22.75

MIDLAND DIVISION.**Boston to Columbia.**

Station and Position.	Rate per Hrs. Week.
Dispatchers' Office, operator.....8	\$ 23.20
Operator.....8	23.20
Operator.....8	23.20
Car distributor.....10	27.00
First St. Yard Office, operator clk. 8	19.00
Operator clerk.....8	18.50
Operator clerk.....8	18.00
South Bay Jct. S. S., signalman..8	22.75
Signalman.....8	22.50
Signalman.....8	22.50
Leverman.....8*	18.00
Dudley Street, agent.....12	17.25
Bird Street, agent.....12	17.25
Mt. Bowdoin, agent operator.....12	18.00
Harvard St., agent.....12	17.25
Dorchester, agent operator.....9	18.00
Operator clerk.....9	16.50
Morton St., agent.....12	15.00
Blue Hill Ave., agent operator.....12	17.25
River St., agent.....12	15.00
Readville, operator clerk.....12	19.00
Shops, operator clerk.....9*	18.50
S. S. 180, signalman.....8	22.75
Signalman.....8	22.50
Signalman.....8	22.50
S. S. 181, signalman.....8	22.75
Signalman.....8	22.50
Signalman.....8	22.50
Leverman.....8	21.00
Leverman.....8	21.00
S. S. 234, signalman.....8	22.75
Signalman.....8	22.50
Signalman.....8	22.50
Leverman.....8	21.00
Leverman.....8	21.00
Hyde Park, agent.....12	24.00
Ashcroft, agent.....12	12.00
Endicott, agent.....12	12.00
Estington, agent.....12	10.00
Ellis, agent.....12	9.40
Norwood Central, ticket agt. opr.....12	21.00
Norwood Jct. S. S., signalman...8	19.50
Signalman.....8	19.25
Signalman.....8	19.00
Winslows, agent.....12	20.50
Highland Lake, agent.....12	14.00
Norfolk, agent operator.....12	18.00
City Mills, agent.....12	14.50
Franklin, freight agent.....12	27.50
Ticket agent operator.....8	19.50
Operator clerk.....8	17.50
Operator clerk.....8	17.00
Signalman.....8	19.50
Signalman.....8	19.25
Signalman.....8	19.00
Millville Heights, agent operator..12	17.75
East Douglas, agent.....12	19.50
Operator clerk.....9	17.50
Operator clerk.....9	17.50
Operator clerk.....9	17.00
Douglas, agent operator.....12	17.50
Douglas Jct. S. S., signalman....12	19.00

Station and Position.		Rate per Hrs. Week.	Station and Position.		Rate per Hrs. Week.
East Thompson, agent opr. sig.	9	\$ 18.00	Whittenton Wye, signalman	8	\$ 16.00
Operator clerk signalman	8	17.00	Signalman	8	16.00
Thompson, agent operator	12	17.75	Signalman	8	16.00
Pomfret, agent operator	12	19.00	Weir Village, agent	12	14.00
Abington, agent	12	17.00	North Dighton, agent operator	12	19.00
Operator clerk	12	17.50	Segregansett, agent	12	11.50
Eliots, agent operator	12	17.75	Dighton, agent operator	12	19.00
Hampton, agent operator	12	17.75	Operator clerk	12*	15.00
Clarks Corners, agent	12	17.00	Somerset, agent operator	12	18.00
Operator clerk	12	17.50	Somerset Jct., signalman	12	20.00
North Windham, agent operator	12	17.75	Steep Brook, agent	12	11.50
Willimantic, operator	8	20.00	Fall River, operator clerk	8	18.50
Operator	8	19.00	Operator clerk	8	18.00
Operator	8	19.00	Operator clerk	8	17.50
Columbia, operator switchman	8	17.75	Central Street S. S., signalman	8	22.75
Operator switchman	8	17.75	Signalman	8	22.50
West Roxbury to Douglas Junction.			Signalman	8	20.00
West St. (Needham Jct.), agt. opr.	12	\$ 18.75	Ferry Street, ticket agent opr.	12	22.50
Signalman	9	19.75	Operator ticket clerk	12	18.00
Signalman	9	18.75	Tiverton, agent operator	9	19.50
Charles River, agent operator	12	17.50	Operator clerk	9	17.00
Dover, agent	12	17.00	Bristol Ferry, agent operator	12	18.00
Farm Street, agent	12	11.00	Portsmouth, agent operator	12	18.00
Clicquot, agent	12	20.00	Melville, agent operator	12	18.00
Millis, agent operator	12	18.50	Middletown, agent operator	12	18.00
Medway, agent operator	12	19.25	Newport, ticket agent operator	9	23.00
West Medway, agent operator	12	19.25	Operator ticket clerk	9	19.50
Caryville, agent	12	15.50	Lowell to New Bedford.		
North Bellingham, agent	12	15.25	Lowell, operator clerk	12	\$ 17.00
Midland (Bellingham Jct.), A. O.	12	18.00	Chelmsford, agent operator	12	19.50
Forestdale, agent	12	15.25	Byams (S. Chelmsford), agent opr.	12	17.50
Slatersville, agent operator	12	19.00	Carlisle, agent	12	11.55
Nasonville, agent operator	12	17.50	Acton, agent operator	12	17.50
Glendale, agent	12	15.25	Raymond (N. Sudbury), agent opr.	12	17.50
Whipple, agent	12	15.25	Sudbury, agent operator	12	17.50
Harrisville, agent operator	12	19.50	Nobscot, agent operator	12	17.50
Pascoag, agent operator	12	21.50	Frammingham Centre, signalman	8	19.50
Operator clerk	12	17.75	Signalman	8	19.00
Needham Branch.			Signalman	8	19.00
Needham, agent operator	12	\$ 21.00	Agent operator	12	20.00
Operator clerk	12	17.75	Operator clerk	12	18.00
Carterville (Needham Hts.), A. O.	12	20.00	Frammingham (N. End), signalman	8	20.00
Newton Upper Falls, agent	12	25.00	Signalman	8	20.00
Operator clerk	12*	18.00	Signalman	8	20.00
Ashland Branch.			Operator clerk	12	21.50
Unionville, agent	12	\$ 11.75	Sherborn, agent operator	12	18.00
Milford, operator clerk	9	17.50	Medfield Jct., agt. opr. signalman	9	20.50
Hopkinton, agent	12	18.00	Operator clerk signalman	9	19.50
Ashland, agent	12	15.00	Medfield, agent operator	12	20.00
Regular Relief Employees.			Operator clerk	12	18.00
Regular relief, agent operator	12	\$ 25.50	Walpole, freight agent	12	24.00
Regular relief, signalman opr.	12	22.75	Ticket agent operator	12	20.00
OLD COLONY DIVISION.			Signalman	8	21.75
Station and Position.		Rate per Hrs. Week.	Signalman	8	20.75
Randolph, agent operator	12	\$ 21.00	Signalman	8	20.00
North Stoughton, agent	12	14.00	Signalman	8	22.75
South Stoughton, agent	12	16.50	Signalman	8	22.50
Stoughton Jct., signalman	8	19.50	Signalman	8	22.50
Signalman	8	19.00	Leverman	8	21.00
Signalman	8	19.00	Leverman	8	21.00
Operator clerk	12	20.00	Leverman	8	21.00
North Easton, agent operator	12	25.00	Operator clerk	8	19.25
Easton, agent operator	12	16.50	Operator clerk	8	19.25
Signalman	12	16.00	Operator clerk	8	19.25
Raynham, agent opr. signalman	12	19.00	Norton, agent operator	12	20.00

Station and Position.	Rate per Hrs. Week.
Tranes, agent.....	12 \$ 14.00
S. S. 352 (Attleboro Jct.), sig.....	8 19.50
Signalman	8 19.00
Signalman	8 19.00
Whittenton, agent.....	12 17.00
Whittenton Jct., signalman.....	8 19.50
Signalman	8 19.00
Signalman	8 19.00
Fauntou, ticket agent.....	12 25.00
Operator clerk.....	10* 16.50
Dispatchers' Office, operator.....	8 23.20
Operator	8 23.20
Operator	8 23.20
Car distributor.....	10 27.00
Weir Jct., agent operator sig.....	8 19.00
Operator clerk signalman.....	8 18.00
Signalman clerk.....	8 16.00
Weir Branch, freight agent.....	12 24.00
Middleboro Jct., signalman.....	12 19.00
Myricks, agent opr. signalman.....	9 18.50
Operator signalman.....	9 18.00
East Freetown, agent operator.....	12 17.00
Brails, agent operator.....	12 17.00
Acushnet, agent operator.....	12 18.50
New Bedford, ticket agent.....	12 25.00
Operator clerk.....	9 19.50
Operator ticket clerk.....	9 19.50

Framlingham Center to Fitchburg.

Fayville, agent operator.....	12 \$ 18.00
Southboro, agent.....	12 20.00
Operator ticket clerk.....	12 19.50
Marlboro Jct., agent opr. sig.....	9 20.00
Operator clerk signalman.....	9 19.00
Talbot, agent operator.....	12 18.00
Northboro, agent operator.....	12 21.00
Operator clerk.....	12* 16.50
Berlin, agent operator.....	12 18.00
Carters, agent operator.....	12 18.00
Bolton, agent.....	12 17.00
Pratts Jct., agt. opr. signalman.....	12 19.00
Leominster, freight agent opr.....	12 26.50
Ticket agent operator.....	12 19.00
South Fitchburg, agent.....	12 13.00
Fitchburg, signalman (joint).....	8 18.55
Signalman (joint).....	8 18.55
Signalman (joint).....	8 18.55
Operator clerk.....	12 19.00

Fall River Branch.

Crystal Spring, agent.....	12 \$ 16.25
Assonet, agent operator.....	12 18.50

Middleboro Branch.

East Taunton, agent.....	12 \$ 18.00
Operator clerk.....	12 16.50
Operator clerk.....	12† 16.50

Marlboro Branch.

Marlboro, freight agent.....	12 \$ 25.00
Ticket agent operator.....	9 19.50
Operator ticket clerk.....	9 18.00

Sterling Branch.

Sterling, agent.....	12 \$ 16.25
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Watuppa Branch.

Flint Village, agent.....	12 \$ 12.80
Watuppa, operator clerk.....	12 18.00

Easton Branch.

Station and Position.	Rate per Hrs. Week.
West Bridgewater, agent opr.....	12 \$ 17.50
Cochesett, agent operator.....	12 16.50
Eastondale, agent operator.....	12 16.50
South Easton, agent.....	12 18.50

Regular Relief Employees.

Station and Position.	Rate per Hrs. Week.
Regular relief, agent operator.....	12 \$ 25.50
Regular relief, signalman opr.....	12 22.75

GENERAL OFFICE.

Station and Position.	Rate per Week.
New Haven Gen. Office, § manager....	\$ 25.85
Operator	24.20
Operator	24.20
Operator	24.20
Operator	24.20
Operator	24.20
Operator	24.20
Operator	24.20
Operator	24.20
Operator	24.20
Operator	24.20
Operator	24.20
Operator	24.20
Operator	24.20
Operator	24.20

§Hours as per Article XXIII.

NEW YORK, NEW HAVEN & HARTFORD RAILROAD.

In settlement of the matters in controversy between the New York, New Haven & Hartford Railroad Company and its employees designated in Article I of this agreement, and the attached wage scale, which have been submitted to mediation, the following agreement has been reached between the above-named company and the committee representing its above-described employees.

ARTICLE I.**Employees Represented.**

(a) All employees, except train dispatchers, assigned by proper authority to telegraph service of any character or duration, signal station directors, signalmen, and levermen, shall be governed by the provisions of this agreement.

(b) Telephone operators who handle train orders, or block, or report trains by telephone, shall be governed by the provisions of this agreement.

(c) Agents, as shown on the accompanying wage scale, who are not required to telegraph, shall also be governed by the provisions of this agreement.

ARTICLE II.**Discipline and Investigations.**

An employee, as designated in Article I, who has been disciplined shall have the right to a hearing if he requests it. If suspended pending investigation, it shall be held within seven days from date of suspension, when not found at fault as charged.

he shall be allowed to resume his duties and be paid for the time lost. The employee affected may be accompanied by a co-employee of his choice at hearings or investigations. When hearing or investigations result unfavorably to an employee, he shall have the right, either in person, or through a committee of employees of the same class, to appeal to the higher officers of the company in their respective order up to the general manager. Result of hearings or investigations shall be furnished the employee affected within thirty days.

ARTICLE III.

Promotion According to Seniority and Ability.

(a) Employees, as designated in Article I, are in line for positions, or for promotion, within the jurisdiction of their division superintendent. Seniority and ability to fill position bid, or applied for, shall determine the selection. In case the position is not awarded to the senior applicant, he shall be notified why the position cannot be awarded him.

(b) The company, through the proper officers, shall determine the fitness of the employee, as designated in Article I, to fill the position bid, or applied for; provided that the senior applicant shall be given a fair and impartial examination for such position if he requests it.

(c) Any employee, as designated in Article I, feeling himself aggrieved on account of the decision, will have the right of appeal, personally, or through a committee of the same class, to the higher officers in their regular order up to the general manager.

ARTICLE IV.

Time Limit on Appeals.

An appeal from any decision as to discipline, pay, or application of any of the articles of this agreement must be made within thirty days from the date of the decision. This article to apply on each successive appeal from one officer to another in order as mentioned in Articles II and III.

ARTICLE V.

Vacancies and Additional Positions.

(a) When a vacancy occurs, or an additional position is created, the superintendent of the division shall, within five days, notify, by bulletin, all employees, as designated in Article I, on his division, who may, within ten days from date of bulletin, file an application for the position. At the end of twenty days from date of bulletin the appointment and assignment shall be made. Bulletins shall be numbered consecutively from the first of each year and shall show the assignments made on the previous bulletin.

(b) When a man bids in a position he will not be allowed to bid for his former position until it has been once filled and again becomes vacant.

ARTICLE VI.

Temporary Positions.

(a) Temporary positions or vacancies, excepting positions of agent and agent operator, of thirty days or more, shall be bulletined as a temporary position to all em-

ployes, as designated in Article I, on that division, who may within five days from date of bulletin, file an application for the position. Within ten days of date of bulletin an assignment shall be made in accordance with Article III.

(b) Temporary positions or vacancies of agent, and agent operator, of ninety days or more, shall be bulletined as a temporary position to all employees, as designated in Article I, on that division, who may within five days from date of bulletin, file an application for the position. Within ten days of date of bulletin an assignment shall be made in accordance with Article III.

(c) Should the employee under the above leave of absence fail to return to the service, the position shall be bulletined in accordance with Article V when the date of his retirement is determined.

(d) When a temporary position is discontinued the employee holding same shall revert to his former position.

ARTICLE VII.

Notification by Superintendents of Non-Telegraph Vacancies.

(a) Superintendents shall, within five days, notify, by bulletin, all employees, designated in Article I, of vacancies in station agencies, ticket agencies, and assistant agencies, not shown in the accompanying wage scale, and where salary did not exceed thirty dollars per week on April 26; 1913; provided, that when weekly salary of any such position becomes in excess of thirty-five dollars, this rule shall no longer apply. Employees, as designated in Article I, may make application for such positions, which applications shall be given consideration in accordance with paragraph (b) of Article III.

(b) Employees, as designated in Article I, taking such positions shall retain their seniority, but may assert it only by filing applications for vacancies.

ARTICLE VIII.

Applications for Positions in the General Telegraph Office.

(a) Applications from competent employees in the telegraph service for positions in the general telegraph office, "NH", may be made to the superintendent of telegraph. Applications should be filed to be available before vacancies occur. Applications will be considered in accordance with paragraph (b) of Article III.

(b) A telegraph operator who accepts a position in accordance with paragraph (a) of this article, may, in the case of the abolition of such position, return to the division on which he was previously employed, with his full roster rights.

ARTICLE IX.

Notification of Successful Bidder.

A letter of notification shall be sent to the successful bidder for a position and a copy of this communication shall be sent to the local chairman of the division.

ARTICLE X.

Seniority List.

A seniority list consisting of all employees, as designated in Article I, shall be issued by

the company and each local chairman shall be furnished with a copy for his division; a copy shall also be sent to each office on the division. This roster shall be revised annually as of January first.

ARTICLE XI.

Seniority of Promoted Employees.

(a) An employee, as designated in Article I, promoted to a position outside of the class of service covered by this agreement since January 28, 1905, shall retain his seniority while in the service of the company, but may assert it only by reverting to the extra list on the division from which promoted, and filing application for vacancies. Seniority shall not be accumulative while holding promotion.

Acceptance of Positions as High Tension Electric Switchboard Operators.

(b) Employees, as designated in Article I, accepting positions of high tension electric switchboard operator shall retain their seniority, but may assert it only by reverting to the extra list on the division from which promoted and filing application for vacancies. Seniority shall not be accumulative while holding such positions.

ARTICLE XII.

Transferring From One Division to Another.

An employee, as designated in Article I, may transfer from one superintendent's division to another superintendent's division with the approval of the superintendents and the telegraphers' general committee. In such cases the employee making the transfer will go on the extra list but shall retain three-fourths of his former seniority and will have the right to bid on bulletined positions.

ARTICLE XIII.

Right of Displaced Employee.

(a) When a position is abolished, the employee, as designated in Article I, who is affected, shall have the privilege of asserting his seniority right to any scheduled position on the division which he is competent to fill, provided that he shall not displace any employee who has been in the service more than three years. The employee so displaced to assert his seniority for the position which he is competent to fill, held by any junior employee, and so on until the youngest employee is displaced, or displaced employees cease to assert the privilege.

(b) In the event of there being no employee with less than three years' service holding a scheduled position and not required to telegraph, an employee whose position is abolished and who is not a telegraph operator, may displace the youngest employee in the same branch of service who is not required to telegraph, or revert to the extra list.

(c) In the event of there being no employee with less than three years' service holding a scheduled position, the employee whose position is abolished may displace the youngest employee holding a scheduled position, or revert to the extra list.

(d) Seniority rights under this article must be asserted within ten days.

ARTICLE XIV.

Compensation for Additional Positions.

When additional positions are created, compensation and hours shall be fixed in conformity with positions of the same class on that sub-division covered by this agreement.

ARTICLE XV.

Overtime.

(a) When the train or telegraph service requires the attention of an employee, as designated in Article I, beyond the hours specified in the wage scale, overtime shall be granted according to Article XVI of this agreement.

(b) The time consumed in the handling of baggage and other work incidental to the proper attendance on the last train and closing of stations to be included in computing overtime.

ARTICLE XVI.

Computing Overtime.

Overtime shall be paid pro rata, with a minimum of thirty-five cents per hour, and shall be computed on minute basis.

ARTICLE XVII.

Meal Hour.

Employees, as designated in Article I, except those employed in signal stations, whose hours of duty are ten or more, shall be allowed one hour for meals, between 11:00 a. m. and 1:00 p. m., and 11:00 p. m. and 1:00 a. m. If required to work any portion of their meal hour, they shall receive one hour's extra compensation at the regular overtime rate, and be allowed thirty minutes for lunch as soon thereafter as possible.

ARTICLE XVIII.

Relief or Emergency Work in Other Than Regular Positions.

(a) Employees, as designated in Article I, who hold regular positions, shall not be required to cover a position of a greater number of hours than their own when the service can otherwise be maintained.

(b) While engaged in relief or emergency work, employees shall be paid whichever rate per hour is the higher, that of the regular position, or that of the position required to be covered.

(c) Employees, as designated in Article I, holding regular positions, shall, when required to do relief or emergency work in other than their regular positions, be paid continuous time at the rate of the regular positions from the time of leaving their home station until the time for commencing duty, and when relieved from such work, shall be paid from the time relieved until the arrival at home station.

(d) While away from home, employees shall be allowed legitimate expenses and if, at the end of the period during which relief or emergency work is performed, total earnings of employees, exclusive of the time consumed in traveling, are less than would have been received had they remained in their regular positions, the difference shall be allowed them.

ARTICLE XIX.

Calls.

Employees, as designated in Article I, required to report for any service, before or

after their regular assigned hours, shall be paid sixty cents the first hour or fraction thereof, and overtime rate thereafter.

ARTICLE XX.

Summoned for Court, Investigations, and Examinations.

(a) Employees, as designated in Article I, summoned as witnesses for the company in the courts or in similar service, shall receive their stated rate of wages while in attendance, and necessary traveling expenses.

(b) Employees summoned by the company to attend investigations, when no time is lost and not found subject to discipline, shall receive continuous time at their stated rate of wages from the time of leaving home station until arrival at home station, but no traveling expenses. When day is lost, they shall receive their day's pay and necessary traveling expense.

(c) Employees summoned by the company for examinations, except for promotion or for positions bid for, shall be paid for any working time lost.

ARTICLE XXI.

Switch Lights.

(a) Employees, as designated in Article I, required to care for switch or signal lights, shall be paid fifteen cents per week for each light cared for. This does not include train order signal lights. If any lights are extinguished, employees, as designated in this article, shall relight them without extra compensation.

Highway Crossings.

(b) Employees, as designated in Article I, required to protect highway crossing, shall be paid seventy-five cents per week for same.

Care of Station Buildings, Etc.

(c) Employees, as designated in Article I, located in stations, shall not be required to scrub floors, clean windows or woodwork, where it is practicable for the company, to arrange for others to do this work. At such stations section men will be assigned to assist the agents in removing snow from station platforms and grounds, wherever possible.

Care of Signal Station Buildings, Switches, Etc.

(d) Employees, as designated in Article I, located in interlocking signal stations, shall not be required to clean or oil interlocking machines or switches, nor to scrub floors, clean windows or woodwork.

ARTICLE XXII.

Qualifying in Signal Stations.

(a) Employees, as designated in Article I, bidding in a signal station carrying a higher rate of pay, or for the purpose of advancement, or bidding in a new position, shall be allowed the regular rate of pay while qualifying on such position, the superintendent to be the judge of the length of time required to qualify.

(b) Employees on the extra list, assigned to relief work at signal stations, if not qualified, shall be paid for time while posting, at rate of position sent to cover.

ARTICLE XXIII.

Hours for Superintendents' and General Offices.

Nine consecutive hours, including meal hour, or eight consecutive hours, without allowance for meals, shall constitute a day's work for operators in superintendents' offices and in the general office, "NH", at the option of the superintendents.

ARTICLE XXIV.

Release From Regular Positions for Extra List.

Employees, as designated in Article I, holding regular positions, and giving notice of a desire to relinquish same and go on the extra list, shall be relieved and placed on the extra list within thirty days with full rights.

ARTICLE XXV.

Applications for Position of Train Dispatcher.

Applications from competent employees for positions of train dispatcher may be made to the superintendents of their respective divisions, and such applications will be given consideration in the order of seniority. Applications should be filed to be available before vacancies occur.

Note.—Consideration means consideration only,—not necessarily assignment to the position.

ARTICLE XXVI.

Leave of Absence.

Leave of absence for longer than thirty days shall not be granted except in special cases, and then only with the approval of the superintendent.

ARTICLE XXVII.

Term Passes.

(a) Employees covered by this agreement will be granted term passes.

(b) Employees, as designated in Article I, performing service for more than one division or in offices not assigned to a division, will be granted passes over the same territory as an employee on any one division.

ARTICLE XXVIII.

Free Transportation of Household Goods.

An employee, as designated in Article I, when transferred by order of the company, or to accept a bulletined position, shall be furnished free transportation for himself, dependent members of his family, and household goods, when it can be lawfully done.

ARTICLE XXIX.

Vacations.

(a) Employees, as designated in Article I, working more than nine consecutive hours per day, who have been in the service one year or more, will be allowed seven days' vacation annually with pay. After three years in the service, ten days' vacation annually will be allowed with pay.

(b) Twelve-hour signalmen who have been in that service continually for one year or more shall be given two weeks off each year without loss of pay.

(c) Choice of dates for leave of absence as provided in this article shall be given

according to seniority, except that applications for leave of absence filed between January first and March first, inclusive, each year, shall be given preference over application received later.

(d) An employe not relieved as provided in this article shall receive the deferred relief in the following calendar year, and in the event of termination of employment shall be paid for deferred relief at regular rate.

ARTICLE XXX.

Transfer of Accounts.

When station accounts are transferred from one employe to another, each employe shall be paid at the regular daily rate for that station for the time required to make the transfer; but in no case for less time than one day.

ARTICLE XXXI.

Sunday Service.

(a) Employes, as designated in Article I., located at stations, shall be excused from Sunday work as far as possible without loss of pay.

(b) When six-day men are ordered to work on Sunday they will be allowed one-half day for reporting once or twice, and one day for a total of over five hours' service.

ARTICLE XXXII.

Increase.

The railroad company grants an amount equal to 10 per cent of the total of the weekly salaries of all employes included in the attached wage scale (less the sum of such weekly salary increases as have been granted to any such employes since February 1, 1916), to be applied as an increase of the present weekly rates of pay of employes covered by the attached wage scale. The sum to be distributed at joint conferences of the representatives of the railroad company and the committee representing the above class of employes.

ARTICLE XXXIII.

Positions, Salaries and Hours of Service.

The attached wage scale, showing positions, weekly salaries, and hours daily, is mutually agreed to.

ARTICLE XXXIV.

Schedule and Agreement to Be Printed.

These articles and rates of pay shall be printed by the company in book form and copies shall be furnished to all employes, as designated in Article I.

ARTICLE XXXV.

No Increase in Hours, Nor Decrease in Pay.

The provisions of this agreement and the specifications of this wage schedule shall not

be changed to cause an increase of hours of service, or a decrease in wages, except as provided for in Article XXXVI. of this agreement; provided, where two or three employes, as designated in Article I., are required to cover the service consecutively, a material change in conditions would warrant the abolition of one or two of said positions, the company may re-arrange the hours of service and compensation of the remaining position or positions in conformity with positions of the same class, covered by this agreement, the local chairman to be notified of all changes.

Note:—This article will not be construed to mean any reduction in wages.

ARTICLE XXXVI.

Length of Time to Remain in Effect.

This agreement, covering rules and the attached wage scale, shall be effective January 2, 1917, and shall be carried out in good faith by all parties interested, and shall continue in force for one year from that date, and thereafter, subject to thirty days' notice in writing by either party to the other, requesting a change in the same.

ARTICLE XXXVII.

Settlement for the Year 1916.

In lieu of the request of the employes that the agreement be made retroactive to March 31, 1916, the company grants an amount of \$50,000 in full settlement for the year 1916—the distribution of this sum to be made by the joint action of the officers of the company and the committee representing the employes, to employes, as designated in Article I., who are in the employ of the company on the date of this agreement, on a pro rata basis according to months in the employ of the company during the period from February 1, 1916, to January 1, 1917. For the purpose of this distribution, employes shall be considered in the employ of the company if absent any portion of the period on account of sickness, leave of absence, or committee work. Employes occupying positions which are placed in the wage schedule as a result of this agreement shall not share in this distribution.

For the N. Y., N. H. and H. R. R. CO.:

C. L. BARDO, General Manager.

For the Employes' Committee:

L. J. ROSS, General Chairman.

M. W. HANDY, General Secretary.

New York, N. Y., February 8, 1917.

Witness: G. W. W. HANGER.

Member, United States Board of Mediation and Conciliation.

New York, Ontario & Western Railway Company

It is the purpose of the following rules to institute a consistent system of promotion, and to give preference to men of experience now in the service.

ARTICLE I.

The following rules and rates of pay will govern the station, tower and telegraph service:

Seniority will be the rule of promotion in the station, tower and telegraph service when merited by faithful discharge of duty, and when the employee has the experience, and has shown the capacity for increased responsibility.

The same rule will apply when station force is reduced or transferred.

ARTICLE II.

A division record or lineal list of employees in the station, tower and telegraph service will be kept, which will be accessible during office hours to any employee whose name is on such list. Seniority, hereafter, will date from the time employee qualified as agent, operator or towerman.

ARTICLE III.

At stations where the agent is not required to be an operator, the selection of agent may be governed by local conditions. Due consideration, however, will be given to questions of seniority, other qualifications permitting, in filling any position.

ARTICLE IV.

An agent or operator, when employed or promoted, will be required to pass an examination on the books of rules, time table, special rules, station accounts and reports, and such other subjects as may be necessary to determine his qualifications for the position, and to have a certificate from one of the company's medical examiners to the effect that he has no defects of hearing or eyesight, or other physical disability, which will incapacitate him from such service.

ARTICLE V.

The superintendent will give seven days' notice of all vacancies in the positions of agents, operators or towermen (including summer or season positions) to those employees of his division who are eligible, and opportunity for them to make application for such positions before filling them permanently. Notice of vacancies will be given promptly after vacancies occur.

A letter showing list of applicants, and to whom position has been awarded, will be sent to the general chairman.

The general chairman will be advised of resignations and their causes, and also of leaves of absence, when granted to employees covered by these rules.

An employee declining promotion does not forfeit any rights of seniority.

ARTICLE VI.

No employee will be suspended without cause or discharged without a hearing or investigation, which will be given promptly.

Employees, when discharged or suspended, will receive due notice to that effect within a reasonable time after investigation.

Employees, regularly relieved from duty by the superintendent, will not be held responsible during their absence.

Any employee, who may have been suspended, and afterward found blameless, will receive full pay for time lost.

ARTICLE VII.

Employees will be granted leave of absence on their request as soon as practicable, whenever they wish to appeal to any officer of the company.

The right to appeal to any officer is accorded to all employees.

Leave of absence will be limited to sixty days, except in case of sickness or other disability, but may be extended at the discretion of the superintendent.

No leave of absence will be granted to enter the service of another railroad company.

Any employee who has been in the service three months will, upon leaving, receive a service card, or letter, stating employment, time of service and cause of leaving.

ARTICLE VIII.

The minimum rate, except as specified in rate table, for agents, operators and towermen, who are required to handle train orders, and who do not live in company's apartments, will be seventy dollars (\$70.00) per month.

When new positions are created, notice will be given, and the rates will conform to rates paid at similar positions in the service.

When eight hours' service is established at any point, the men holding the present positions will have preference, day man having first choice, and night man second choice, the remaining position being filled as per Rule No. 5.

ARTICLE IX.

In the station and telegraph service, twelve consecutive hours or less, including meal hours, will be a day's work.

At stations where there are two or more operators, the hours for duty will be arranged so as not to require the services of any one of them more than nine consecutive hours.

At stations where only one man is employed, the monthly rates have been made to cover the regular service as established by the train schedule which the employee is required to attend, but when such train schedule extends over more than twelve hours, he will be allowed at the rate of thirty cents (30c) per hour, thereafter, for actual time on duty in excess of twelve hours.

ARTICLE X.

Operators on duty at wrecks, washouts, snow blockades, or other emergency offices, will receive four dollars (\$4.00) per day of eight hours or less.

Operators, called by proper authority for extra duty at their stations, after their day's work is performed, will be allowed pro rata of regular pay, and not less than one-half day for the time so engaged.

Operators required to work beyond their established hours will be allowed pro rata of their regular pay, and not less than thirty cents (30c) per hour.

Time slips covering extra time for special service must be sent daily to the superintendent for approval and check, and sent by him to the time clerk, and employees notified when such time is not allowed.

ARTICLE XI.

Agents or operators holding regular positions, when detailed for temporary work at other than their regular stations or positions, will receive no less than the regular relief operator's or relief agent's wages, as the case may be.

Agents or operators attending court or business of the company by order of the superintendent, will be allowed their regular rate of pay and actual expenses.

ARTICLE XII.

After one year's service, agents and operators working seven days per week, will be granted one day off per full month's service, without loss of pay.

Employees relieved for their vacation, as per schedule agreement, shall receive the commissions of their office while being relieved.

ARTICLE XIII.

When a position is abolished the employee affected may displace only the youngest employee in service holding a permanent position.

When a position has been abolished and restored within one year, employees affected may return to their former positions if they desire. If not, the position will be bulletined as per Article V. Positions restored after one year will be considered as new positions.

The exchange of positions, which may be permitted by the superintendent, should be limited to a period of three months.

A relief agent and a relief operator will be provided on each division.

Notice of these positions will be given as per Article V, and positions will be assigned only to men capable of relieving at all stations, either as agent or operator, as may be required. When not assigned to other duties, they will perform such service as the superintendent may direct. Under ordinary circumstances they will be expected to retain the position at least one year.

ARTICLE XIV.

It is the policy of the company to furnish employment for disabled employees at such work as they may perform without danger to public safety or the company's property.

The within rules and rates of pay of agents and operators, as shown in the column of rates, have been agreed upon by the railway company and a committee of its employees.

The rates will take effect on June 1, 1917, and will continue in force until June 1, 1918,

and thereafter until superseded. Either party shall give to the other thirty days' notice of a desire to revise such rates.

J. H. NUELLE,
General Superintendent.

L. R. CONNER,
Chairman of Committee.

July 1, 1903.

Revised Aug. 1, 1905.

Revised Aug. 1, 1907.

Revised Aug. 1, 1910.

Revised April 1, 1913.

Revised April 1, 1916.

Revised June 1, 1917.

WAGE SCALE.

*Not a telegraph station.

SOUTHERN DIVISION.

Station and Position.	Rate per Month.
Firthcliffe, agent and operator.....	\$ 65.00
*Orrs Mills, agent.....	45.00
Meadow Brook, agent.....	68.00
Operator	70.00
Little Britain, agent and operator.....	70.00
*Rock Tavern, agent	45.00
Burnside, agent and operator.....	68.00
Burnside Tower, first operator.....	73.00
Second operator	73.00
Third operator.....	73.00
Campbell Hall, agent.....	108.00
First operator and ticket agent....	86.00
Second operator.....	73.00
Third operator.....	73.00
*Stony Ford, agent.....	68.00
Crystal Run, agent.....	60.00
Operator	*70.00
Mechanicstown, agent and operator...	60.00
*Middletown, Main St., ticket agent...	65.00
Middletown Tower, first operator.....	73.00
Second operator.....	73.00
Third operator.....	73.00
Middletown, agent.....	135.00
Ticket agent and operator.....	92.00
First operator.....	75.00
Second operator.....	75.00
Crawford Junction, first operator....	73.00
Second operator.....	73.00
*Fair Oaks, agent.....	30.00
*Winterton, agent.....	50.00
Bloomingsburgh, agent and operator...	68.00
Bloomingsburgh Tower, first operator..	86.00
Second operator.....	86.00
Third operator.....	86.00
Mamakating, agent and operator.....	70.00
Mamakating Tower, first operator....	86.00
Second operator.....	86.00
Third operator.....	86.00
Summitville, agent.....	108.00
First operator.....	73.00
Second operator.....	73.00
Third operator.....	70.00
Mountain Dale, agent.....	60.00
First operator.....	70.00
Second operator.....	70.00
Woodridge, agent.....	60.00
First operator.....	73.00
Neversink Tower, first operator.....	86.00
Second operator.....	86.00
Third operator.....	86.00
Fallsburgh, agent and operator.....	103.00
First operator.....	73.00
Second operator.....	73.00

SCHEDULES AND WAGE SCALES.

Station and Position.	Rate per Month.
Luzon, agent and operator.....	\$ 60.00
Operator	73.00
Ferndale, agent and operator.....	68.00
Liberty, agent.....	103.00
First operator and ticket agent.....	86.00
Second operator.....	75.00
Third operator.....	70.00
Parksville, agent and operator.....	60.00
Livingston Manor, agent.....	65.00
First operator.....	81.00
Second operator.....	81.00
Third operator.....	77.00
Roscoe, agent.....	60.00
First operator.....	73.00
Second operator.....	70.00
Third operator.....	70.00
Cooks Falls, agent and operator.....	68.00
First operator.....	70.00
Second operator.....	70.00
Hortons, agent.....	60.00
Trout Brook, agent and operator.....	68.00
East Branch, agent.....	75.00
First operator.....	70.00
Second operator.....	70.00
Fish's Eddy, agent.....	65.00
Wheeler Tower, first operator.....	86.00
Second operator.....	86.00
Third operator.....	86.00
Cadosia, first operator.....	81.00
Second operator.....	81.00
Third operator.....	77.00
Day operator.....	77.00
Apex, agent and operator.....	70.00
Second operator.....	70.00
Third operator.....	70.00
Rock Rift, agent and operator.....	68.00
Beerston, agent and operator.....	70.00
Walton, agent.....	120.00
Ticket agent and operator.....	77.00
First operator.....	73.00
Second operator.....	73.00
Third operator.....	70.00
Walton (Bridge St.), ticket agent.....	60.00
Hamden, agent and operator.....	70.00
*Delancey, agent.....	60.00
Delhi, agent.....	60.00
First operator.....	70.00
Second operator.....	70.00
Northfield, agent and operator.....	68.00
Second operator.....	70.00
Third operator.....	70.00
Merrickville, agent.....	55.00
Franklin, agent and operator.....	68.00
Operator	70.00
Maywood, agent and operator.....	73.00
First operator.....	70.00
Second operator.....	70.00
*Youngs, agent.....	40.00
South Unadilla, agent and operator.....	68.00
Operator	70.00
Southern Division, relief agent.....	108.00
Southern Division, relief operator....	97.00

NORTHERN DIVISION.

Station and Position.	Rate per Month.
Sidney, first operator.....	\$ 81.00
Second operator.....	75.00
Third operator.....	73.00
New Berlin Junction, agent and opr....	70.00
Rockdale, agent and operator.....	70.00
Mount Upton, agent and operator.....	60.00
*Rockwells Mills, agent.....	45.00

Station and Position.	Rate per Month.
*Holmesville, agent.....	\$ 45.00
South New Berlin, agent and operator	60.00
New Berlin, agent and operator.....	75.00
Operator	70.00
Edmeston, agent and operator.....	60.00
Operator	70.00
Parker, agent and operator.....	65.00
Guilford, agent and operator.....	70.00
Summit, first operator.....	65.00
Second operator.....	70.00
Third opefator.....	65.00
Oxford, agent and operator.....	65.00
Norwich, agent.....	120.00
Ticket agent	73.00
Galena, agent and operator.....	70.00
*Sherburne 4 Corners, agent.....	25.00
Smyrna, agent and operator.....	65.00
Earlville, agent.....	43.00
First operator.....	35.00
Second operator.....	35.00
Third operator.....	35.00
Randallsville, agent and operator.....	81.00
First operator.....	75.00
Second operator.....	73.00
Third operator.....	70.00
Eaton, agent and operator.....	65.00
Morrisville, agent and operator.....	65.00
Whites Corners, first operator.....	70.00
Pratts, agent and operator.....	65.00
Munns, agent and operator.....	68.00
Valley Mills, agent and operator.....	65.00
Kenwood, agent and operator.....	65.00
Oneida, agent	125.00
Ticket agent and operator.....	81.00
Second operator.....	75.00
Third operator.....	70.00
Durhamville, agent.....	60.00
*State Bridge, agent.....	40.00
Fish Creek, agent and operator.....	70.00
Fish Creek Tower, first operator.....	70.00
Second operator.....	70.00
Third operator.....	70.00
Sylvan Beach, agent and operator....	81.00
First operator.....	73.00
North Bay, agent and operator.....	70.00
Jewell, agent and operator.....	63.00
Cleveland, agent and operator.....	68.00
Bernhards, agent and operator.....	68.00
Constantia, agent and operator.....	70.00
*West Monroe, agent.....	45.00
Central Square, agent and operator...	44.00
Caughdency, agent and operator.....	63.00
Pennellville, agent and operator.....	65.00
Fulton, agent	108.00
First operator.....	70.00
Second operator.....	70.00
Fulton Broadway, agent.....	81.00
Minetto, agent and operator.....	70.00
Operator	70.00
Oswego, agent	120.00
First operator and ticket agent....	81.00
Second operator.....	75.00
Third operator.....	73.00
Northern Division, relief agent.....	103.00
Northern Division, relief operator....	92.00

P. J., M. & K.

Station and Position.	Rate per Month.
Monticello, agent and operator.....	\$108.00
Saint Joseph, agent and operator.....	70.00
*Hartwood, agent.....	50.00
*Oakland, agent.....	50.00

Station and Position.	Rate per Month.
Port Jervis, agent.....	\$ 92.00
Operator	70.00
Valley Junction, agent and operator..	70.00
Wurtsboro, agent and operator.....	70.00
*Phillipsport, agent.....	55.00
*Spring Glen, agent.....	58.00
Ellenville, agent.....	103.00
First operator.....	70.00
Second operator.....	70.00
Napanoch, agent and operator.....	65.00
*Wawarsing, agent.....	55.00
Kerhonkson, agent and operator.....	60.00
Operator	70.00
Accord, agent and operator.....	65.00
Kyserike, agent and operator.....	68.00
High Falls, agent and operator.....	73.00
First operator.....	70.00
Second operator.....	70.00
Cottkill, agent and operator.....	70.00
Hurley, agent and operator.....	68.00
Kingston, agent.....	108.00
First operator.....	75.00
Second operator.....	73.00

UTICA DIVISION.

Station and Position.	Rate per Month.
Hamilton, agent and operator.....	\$ 60.00
Operator	70.00
Pecksport, first operator.....	70.00
Second operator.....	70.00
Third operator.....	70.00
Bouckville, agent and operator.....	60.00
Solsville, agent and operator.....	60.00
Oriskany Falls, agent and operator....	60.00
Deansboro, agent and operator.....	60.00
Franklin Springs, agent and operator...	70.00
Clinton, agent and operator.....	81.00
Operator	70.00
Ticket agent.....	65.00
*Kirkland, agent.....	30.00
Clark Mills, agent and operator.....	65.00
Westmoreland, agent and operator....	70.00
*Bartlett, agent.....	35.00
Rome, agent.....	108.00
Operator and clerk.....	70.00

Station and Position.	Rate per Month.
New Hartford, agent and operator....	\$ 81.00
Utica, agent	130.00
First operator.....	75.00
Second operator.....	70.00
Engine House, operator.....	70.00

SCRANTON DIVISION.

Station and Position.	Rate per Month.
Hancock, agent and operator.....	\$ 70.00
Second operator.....	70.00
Third operator.....	70.00
Starlight, agent and operator.....	68.00
Preston Park, agent and operator....	68.00
Operator	70.00
Lakewood, agent and operator.....	68.00
Poyntelle, agent and operator.....	68.00
Second operator.....	70.00
Third operator.....	70.00
Orson, agent and operator.....	70.00
Pleasant Mount, agent and operator..	70.00
Operator	68.00
Forest City, agent and operator.....	75.00
First operator.....	70.00
Second operator.....	70.00
Carbondale, agent.....	125.00
Ticket agent and operator.....	70.00
Jermyn, agent and operator.....	75.00
Jermyn Transfer, agent.....	125.00
Operator and clerk.....	70.00
Archbald, agent and operator.....	75.00
Winton, agent and operator.....	75.00
Peckville, agent and operator.....	75.00
Olyphant, agent and operator.....	75.00
Operator	70.00
Dickson, agent and operator.....	75.00
Throop, agent and operator.....	75.00
Providence, agent and operator.....	75.00
Park Place, agent.....	86.00
Operator and clerk.....	70.00
Diamond Crossing, first operator.....	70.00
Second operator.....	70.00
Third operator.....	70.00
Sibley, agent.....	81.00
Scranton Division, relief agent.....	97.00

Norfolk & Western Railway Company

OFFICE OF GENERAL MANAGER.

Roanoke, Va., May 1st, 1917.

Effective May 1st, 1917, the following rates of pay and regulations for telegraphers will govern:

When additional telegraph positions are created, compensation will be fixed in conformity with positions of the same class.

No reduction from present rates of pay nor increase of hours will be made, except when changed conditions make it necessary, and ten (10) days' notice will be given telegraphers affected.

ARTICLE I.

Employees required to perform telegraph service of any character or duration, agent-telegraphers, telephoners, agent-telephoners, whose duties include the handling of train

orders or the blocking of trains by telephone; and other employees included in this schedule of wages, will be considered telegraphers within the meaning of this agreement, irrespective of title by which designated or character of service performed.

ARTICLE II.

Telegraphers are in line of promotion, their advancement depending upon faithful discharge of duty and their capacity for increased responsibility. When ability and character permit, seniority will have preference. The proper official of the railway company will determine the fitness of telegraphers for advancement.

When a vacancy occurs, or a new position is created, on a superintendent's divi-

sion, telegraphers will be notified, announcing location and rate of pay, and they shall make application for the position within ten (10) days after notification, and such position will be permanently filled at the expiration of twenty (20) days.

A telegrapher shall not be eligible to a position vacated by him until same shall have been advertised the second time, unless there are no other applicants.

Seniority will be affected when vacancies occur, new positions are created, or a position abolished. When a position is abolished, the telegrapher affected may displace any junior telegrapher who has not been in the service five (5) years, or go on the extra list, retaining his seniority. In the event there are no telegraphers in service younger than five (5) years, the youngest telegrapher may be displaced.

The trading of positions will not be permitted.

Employees from the telegraph service filling the position of cashier, ticket seller, or baggage agent, will retain their seniority rights, which may be asserted only by filing application for vacancies or new positions.

If a telegrapher assigned to a position becomes incapacitated or unable to fill the position, he will be assigned to the extra list and will retain his seniority.

Seniority lists of telegraphers will be furnished by the superintendent to an employee designated by the telegraphers in January and July of each year.

ARTICLE III.

All vacancies occurring in division offices, except the first, second and third tricks, will be advertised. When a telegrapher is assigned to the fourth trick, he will be in line of promotion to the third trick when vacant, advancing to the first trick as vacancies occur, and when competent will be entitled to the first vacancy in the dispatching force.

In reduction of force in division offices, the men will be set back in regular order through the first to the last trick, respectively. This includes dispatcher, but does not affect managers of division offices.

Telegraphers in general office, Roanoke, Virginia, will be advanced as vacancies occur, and only the last trick advertised. The senior man in office will be given preference in the assignment of hours as vacancies occur, when practicable, but this is not to apply to temporary vacancies. In arranging temporary hours made vacant by absence of regular men, Sundays or holidays, preference will be given the oldest men so far as practicable, the same to be determined by the manager. In case of reduction of force, they will be set back in the same order in which they entered the office, retaining seniority on the division from which drawn. Vacancies in this office will be advertised on all divisions.

ARTICLE IV.

When a telegrapher is relieved for a period of one week or more, the next ranking telegrapher in the office affected, if competent and sufficiently bonded, will be entitled to fill the position during such absence, but will not be entitled to over-

time for doubling through on this account. This does not apply to the relief of agents, except when the service of a regular relief agent is not available.

When an extra telegrapher relieves a regular telegrapher, he will fill the position until the regular telegrapher resumes duty, or the position is advertised and filled. Seniority will apply to extra men as far as practicable in the assignment of such work on their respective divisions.

ARTICLE V.

Trick train dispatchers will be in line of promotion, their seniority to date from the time actual duty as a train dispatcher begins. The oldest dispatcher in the service will be given preference in the assignment of tricks on his superintendent's division as vacancies occur, or when forces are reduced.

ARTICLE VI.

Eight (8) consecutive hours, with necessary time for making transfers, will constitute a day's work for trick train dispatchers.

When trick train dispatchers are required to go over their respective district or attend court in behalf of the company, they will receive regular pay and actual expenses.

ARTICLE VII.

At offices where two or three tricks are worked, eight (8) consecutive hours and time to make transfer will constitute a day's work.

At offices where more than three tricks are worked, eight (8) hours will constitute a day's work, the manager of said office to determine the hours. Should a trick be split, it shall be done but once, and then at meal hour, and not to exceed one hour.

At offices where one trick is worked, nine (9) consecutive hours or less, including one hour for meals, will constitute a day's work.

Telegraphers working more than eight (8) hours will be granted not less than one hour for meals between 6:00 a. m. and 9:00 a. m., 11:00 a. m. and 2:00 p. m., 5:00 p. m. and 8:00 p. m., and 11:00 p. m. and 2:00 a. m. When this cannot be given, one hour overtime will be allowed.

When telegraphers are required to remain on duty longer than their regular hours, they will be paid overtime until relieved.

When telegraphers are required to return after the expiration of regular hours, they will remain on duty until finally relieved, and will be paid 65 cents for the first hour or less, and regular overtime rates thereafter.

ARTICLE VIII.

Overtime will be paid at the rate of 40 cents per hour, except where the regular rate of pay exceeds the overtime rate, in which case overtime will be paid pro rata.

In computing overtime, thirty (30) minutes or less will not be counted; thirty-one (31) minutes to sixty (60) minutes will be counted one hour, and so on.

Telegraphers will be furnished with proper blanks for reporting overtime. Overtime must be reported within forty-eight (48) hours.

ARTICLE IX.

All telegraphers will be excused from Sunday duty so far as possible, and no deduction shall be made from their pay on that account.

ARTICLE X.

Telegraphers required to perform Sunday service and who have been assigned to a regular position for a period of two years or more, will be allowed fifteen (15) days' leave of absence each year without loss of pay.

Telegraphers entitled to vacation as above, and who have been put back on extra list through no fault of their own, will continue to receive their vacation, provided they accept a regular position when offered.

ARTICLE XI.

Telegraphers will not be disciplined or discharged from the service of the company without just cause and will be given a prompt hearing (within five [5] days if practicable) before the investigation committee as now constituted, and they will be entitled to a representative of the telegraphers in the employ of the company. The superintendent will be present at such investigation whenever practicable.

When a telegrapher has been disciplined or discharged, and upon investigation has been found not responsible, he will receive pay for time lost on said account.

In the event a grievance cannot be satisfactorily adjusted with the superintendent such telegrapher will have a right of appeal to higher officials, up to and including the general manager.

ARTICLE XII.

Telegraphers required to do pumping will receive fifteen dollars (\$15.00) per month extra compensation. Telegraphers in charge of coal wharves will receive five dollars (\$5.00) per month extra compensation.

ARTICLE XIII.

Telegraphers moving under orders between stations by the approval of the proper official will receive the same compensation as when on duty, and will be furnished transportation for their families and household effects. Not less than one hour overtime will be paid for each such movement.

Leave of absence will be granted telegraphers upon application to the proper official when possible for period not exceeding sixty (60) days, and they will lose only the actual time off duty.

When relief is granted for more than thirty (30) days, the relieving telegrapher will receive the regular pay at such stations.

ARTICLE XIV.

Telegraphers, while attending court or being held to attend court in behalf of the company, will receive six dollars (\$6.00) per calendar day, be furnished with transportation, and will pay their own expenses; they to turn in their court tickets, received from the clerks of courts, of the railway company's representative.

ARTICLE XV.

No change will be made in the rules and regulations without thirty (30) days' notice.

A. C. NEEDLES,
General Manager.

WAGE SCALE.

General Office, Roanoke.

Station and Position.	Rate per Month.
Roanoke (GM), first operator.....	\$115.00
Second operator.....	108.00
Third operator.....	102.00
Fourth operator.....	102.00
Fifth operator.....	102.00
Sixth operator.....	102.00
Seventh operator.....	102.00
Eighth operator.....	102.00
Others	102.00

NORFOLK DIVISION.

Station and Position.	Rate per Month.
Norfolk, first operator.....	\$ 95.00
Second operator.....	95.00
Third operator.....	95.00
Suffolk, first operator.....	83.00
Second operator.....	83.00
Third operator.....	83.00
Windsor, agent and operator.....	81.00
Dwight, first operator.....	75.00
Second operator.....	75.00
Third operator.....	75.00
Ivor, agent and operator.....	81.50
Wakefield, agent and operator.....	97.00
Operator and clerk.....	75.00
Waverly, agent and operator.....	97.00
First operator.....	75.00
Disputanta, agent and operator.....	85.00
Poe, first operator.....	81.50
Second operator.....	81.50
Third operator.....	81.50
Petersburg, first operator	85.00
Second operator.....	85.00
Third operator.....	85.00
Hopewell, operator and ticket seller..	91.00
Jack, first operator.....	81.50
Second operator.....	81.50
Third operator.....	81.50
Sutherland, agent and operator.....	80.00
Church Road, agent and operator.....	80.00
Agent and operator.....	87.00
Ford, agent and operator.....	92.00
Wilson, agent and operator.....	92.00
Wellville, agent and operator.....	87.00
Blackstone, agent and operator.....	125.00
First operator and ticket seller....	89.00
Second operator.....	81.00
Third operator.....	81.00
Nottoway, agent and operator.....	87.00
Crewe (RG), agent and operator.....	103.00
Assistant agent and operator.....	81.00
(K), train dispatchers.....	166.00
First operator.....	98.00
Second operator.....	98.00
Third operator.....	98.00
Fourth operator.....	98.00
Burkeville, first operator.....	92.00
Second operator.....	92.00
Third operator.....	92.00
Rice, agent and operator.....	88.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Farmville, agent and operator.....	\$131.00	Roxboro, agent and operator.....	\$ 90.70
First operator and ticket seller..	99.00	First operator and clerk.....	72.00
Second operator and ticket seller..	87.00	Second operator.....	72.00
Third operator and ticket seller....	87.00	Rougemont, agent and operator.....	72.00
Prospect, agent and operator.....	93.00	Second operator.....	72.00
Pamplin, agent and operator.....	92.00	Willardville, agent and operator....	72.00
First operator.....	90.00	Second operator.....	72.00
Second operator.....	90.00	Durham, operator and clerk.....	80.00
Third operator.....	90.00	Second operator.....	76.00
Abilene, first operator.....	78.00	Relief agents on line.....	110.00
Second operator.....	78.00	Telegraphers at ends of double track (three tricks)	81.50
Third operator.....	78.00		
Prospect, agent and operator.....	86.00		
Second operator.....	75.00		
Third operator.....	75.00		
Elam, first operator.....	81.50		
(End D. T.), second operator.....	81.50		
Third operator.....	81.50		
Pamplin, agent and operator.....	85.00		
Second operator.....	75.00		
Third operator.....	75.00		
Abilene, first operator.....	72.00		
Second operator.....	72.00		
Third operator.....	72.00		
Evergreen, agent and operator.....	80.00		
Appomattox, agent and operator....	85.00		
Operator and clerk.....	75.00		
Spout Springs, agent and operator....	80.00		
Phoebe, first operator.....	83.00		
Second operator.....	83.00		
Third operator.....	83.00		
Concord, agent and operator.....	85.00		
James, first operator.....	72.00		
Second operator.....	72.00		
Third operator.....	72.00		
Lynchburg (X), first operator and lev.	89.00		
Second operator and leverman....	89.00		
Third operator and leverman.....	89.00		
Fourth operator.....	89.00		
Fifth operator.....	89.00		
Posm, first operator.....	72.00		
Second operator.....	72.00		
Third operator.....	72.00		
Thaxton, agent and operator.....	96.00		
Montvale, agent and operator.....	89.00		
Villamont, first operator.....	81.00		
Second operator.....	81.00		
Third operator.....	81.00		
Blue Ridge, agent and operator.....	92.00		
Bonsack, agent and operator.....	89.00		
Tower, first operator.....	83.00		
Second operator.....	83.00		
Third operator.....	83.00		
Lynchburg 12th St., agent and opr.	108.00		
Rustburg, agent and operator.....	78.00		
Gladys, agent and operator.....	78.00		
Brookneal, agent and operator.....	81.00		
Second operator.....	78.00		
Clarkton, agent and operator.....	78.00		
Nathalie, agent and operator.....	78.00		
Houston, agent and operator.....	87.00		
South Boston, agent and operator....	130.00		
Operator and clerk.....	92.00		
Denniston, agent and operator.....	54.00		
Roxboro, agent and operator.....	98.00		
First operator.....	78.00		
Second operator.....	78.00		
Rougemont, agent and operator.....	78.00		
Second operator.....	78.00		
Nathalie, agent and operator.....	72.00		
Houston, agent and operator.....	80.00		
South Boston, agent and operator....	115.00		
Operator and clerk.....	85.00		
Denniston, agent and operator.....	50.00		

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Lewis, operator.....	\$ 69.00	Bassett, agent and operator.....	\$ 90.00
Island Ford, agent and operator.....	75.00	Second operator.....	75.00
Elkton, agent and operator.....	103.00	Koehler, agent and operator.....	98.00
First operator.....	87.00	Day operator.....	75.00
Second operator.....	76.00	Martinsville, agent and operator.....	114.00
Third operator.....	76.00	First operator.....	84.00
Shenandoah, agent and operator.....	94.00	Second operator.....	81.00
First operator.....	96.00	Third operator.....	75.00
Second operator.....	96.00	Ridgeway, agent and operator.....	81.00
Third operator.....	96.00	First operator.....	75.00
Ingham, first operator.....	75.00	Second operator.....	75.00
Second operator.....	75.00	Price, agent and operator.....	81.00
Third operator.....	75.00	Second operator.....	75.00
Stanley, agent and operator.....	88.00	Stoneville, agent and operator.....	84.00
Second operator.....	75.00	Mayodan, agent and operator.....	92.00
Third operator.....	75.00	Madison, agent and operator.....	87.00
Luray, agent and operator.....	103.00	Second operator.....	75.00
First operator.....	81.00	Pine Hall, agent and operator.....	81.00
Second operator.....	78.00	Second operator.....	75.00
Third operator.....	78.00	Walkertown, agent and operator.....	75.00
Rileyville, agent and operator.....	81.00	Second operator.....	69.00
Second operator.....	78.00	Winston-Salem, first operator.....	88.00
Third operator.....	75.00	Second operator.....	88.00
Bentonville, agent and operator.....	81.00	Third operator.....	88.00
Second operator.....	75.00	Relief agents on line.....	110.00
Third operator.....	75.00	Telegraphers at ends of double track (three tricks).....	81.50
Manor, operator.....	75.00		
Front Royal, agent and operator.....	108.00		
First operator.....	78.00		
Second operator.....	75.00		
Third operator.....	75.00		
Riverton, agent and operator.....	98.00		
Tower, first operator.....	81.00		
Second operator.....	81.00		
Third operator.....	81.00		
Boyce, agent and operator.....	84.00		
Berryville, agent and operator.....	90.00		
First operator and ticket seller.....	75.00		
Second operator.....	72.00		
Third operator.....	72.00		
Rippon, agent and operator.....	77.50		
Second operator.....	72.00		
Third operator.....	69.00		
Charlestown, agent.....	90.00		
First operator and ticket seller.....	75.00		
Second operator.....	72.00		
Shenandoah Junction, first operator.....	75.00		
Second operator.....	75.00		
Third operator.....	75.00		
Shepherdstown, agent.....	90.00		
First operator and ticket seller.....	75.00		
Second operator.....	72.00		
Third operator.....	69.00		
Antietam, agent and operator.....	75.00		
Second operator.....	69.00		
Grimes, operator.....	69.00		
St. James, agent and operator.....	75.00		
Second operator.....	69.00		
Starkey, agent and operator.....	75.00		
Second operator.....	69.00		
Third operator.....	69.00		
Boones Mill, agent and operator.....	77.50		
Second operator.....	69.00		
Wirtz, agent and operator.....	73.00		
Agent and operator.....	79.00		
Rocky Mount, agent and operator.....	90.00		
First operator.....	78.00		
Second operator.....	75.00		
Third operator.....	75.00		
Lannahan, operator.....	75.00		
Ferrum, agent and operator.....	85.00		
Henry, agent and operator.....	84.00		
Second operator.....	75.00		
Philpott, agent and operator.....	81.00		

RADFORD DIVISION.

Station and Position.	Rate per Month.
Roanoke (MH), first operator.....	\$ 88.00
Second operator.....	88.00
Third operator.....	88.00
(R), train dispatchers.....	166.00
(KD), first operator.....	98.00
Second operator.....	98.00
Third operator.....	98.00
Fourth operator.....	98.00
Others.....	98.00
(DO), first operator.....	97.00
Second operator.....	97.00
Third operator.....	97.00
(WB), first operator.....	81.00
Second operator.....	81.00
Third operator.....	81.00
(NR), first operator.....	89.00
(End D. T.), second operator.....	89.00
Third operator.....	89.00
Salem, agent and operator.....	114.00
Elliston, agent and operator.....	92.00
Second operator.....	81.00
Third operator.....	81.00
Shawsville, agent and operator.....	87.00
Arthur, first operator.....	81.00
Second operator.....	81.00
Third operator.....	81.00
Christiansburg, agent and operator.....	114.00
Assistant agent and operator.....	103.00
(BX), first operator.....	94.00
Second operator.....	94.00
Third operator.....	94.00
Vicker, agent and operator.....	87.00
Walton, first operator.....	89.00
Second operator.....	89.00
Third operator.....	89.00
Pepper, agent and operator.....	82.50
(End D. T.), second operator.....	81.50
Third operator.....	81.50
Cowan, first operator.....	72.00
Belspring, agent and operator.....	82.50
(End D. T.), second operator.....	81.50
Third operator.....	81.50

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Dry Branch, first operator.....	\$ 81.50	Plasterco, agent and operator.....	\$ 76.00
(End D. T.), second operator.....	81.50	Saltville, agent and operator.....	100.00
Third operator.....	81.50	Operator and clerk.....	72.00
Eggleston, agent and operator.....	85.00	Meadow View, agent and operator....	80.00
Tower, first operator.....	81.50	Second operator.....	72.00
(End D. T.), second operator.....	81.50	Abingdon, agent and operator.....	105.00
Third operator.....	81.50	Assistant agent and operator.....	89.00
Pembroke, agent and operator.....	80.00	First operator and clerk.....	81.50
Tower, first operator.....	72.00	Second operator and clerk.....	78.00
Second operator.....	72.00	Allisonia, agent and operator.....	87.00
Third operator.....	72.00	Foster Falls, agent and operator.....	87.00
Ripplemead, agent and operator.....	82.50	Austinville, agent and operator.....	81.00
(End D. T.), second operator.....	81.50	Ivanhoe, agent and operator.....	87.00
Third operator.....	81.50	Fries, agent and operator.....	92.00
Curve, first operator.....	72.00	Galax, agent and operator.....	98.00
Second operator.....	72.00	Operator and clerk.....	78.00
Third operator.....	72.00	Relief agents on line.....	125.00
Pearisburg, agent and operator.....	90.00	Telegraphers at ends of double track (three tricks).....	89.00
Tower, first operator.....	81.50		
(End D. T.), second operator.....	81.50		
Third operator.....	81.50		
Narrows, agent and operator.....	86.00		
Ingleside, agent and operator.....	87.00		
Blake, first operator.....	81.00		
Second operator.....	81.00		
Third operator.....	81.00		
Ada, agent and operator.....	84.00		
East Radford, first operator.....	98.00		
Second operator.....	98.00		
Third operator.....	98.00		
New River, agent and operator.....	81.00		
Second operator.....	78.00		
Dublin, agent and operator.....	93.00		
Second operator.....	78.00		
Third operator.....	78.00		
Pulaski, first operator.....	97.00		
Second operator.....	97.00		
Third operator.....	97.00		
Clark, first operator.....	78.00		
Second operator.....	78.00		
Max Meadows, agent and operator....	101.00		
Second operator.....	78.00		
Wytheville, agent and operator.....	104.00		
First operator and ticket seller....	84.00		
Second operator.....	78.00		
Third operator.....	78.00		
Crockett, agent and operator.....	87.00		
Second operator.....	78.00		
Rural Retreat, agent and operator....	104.00		
First operator.....	78.00		
Second operator.....	78.00		
Groseclose, agent and operator.....	81.00		
Second operator.....	78.00		
Crockett, agent and operator.....	80.00		
Second operator.....	72.00		
Rural Retreat, agent and operator....	96.00		
First operator.....	72.00		
Second operator.....	72.00		
Groseclose, agent and operator.....	75.00		
Second operator.....	72.00		
Atkins, agent and operator.....	80.00		
Second operator.....	75.00		
Third operator.....	72.00		
Marion, agent and operator.....	100.00		
First operator and ticket seller....	81.50		
Second operator.....	72.00		
Seven Mile Ford, agent and operator..	75.00		
Second operator.....	72.00		
Chilhowie, agent and operator.....	85.00		
Second operator.....	72.00		
Glade Spring, agent and operator....	95.00		
First operator.....	75.00		
Second operator.....	75.00		
Third operator.....	75.00		

POCAHONTAS DIVISION.

Station and Position.	Rate per Month.
Bluefield (NM), train dispatchers....	\$155.00
(BF), manager	115.00
First operator.....	95.00
Second operator.....	93.00
Third operator.....	93.00
Others	90.50
Graham, agent and operator.....	100.00
Assistant agent and operator.....	85.00
Tower, first operator.....	89.00
Second operator.....	89.00
Third operator.....	89.00
Falls Mills, agent and operator.....	80.00
Bluestone, first operator.....	89.00
Second operator.....	89.00
Third operator.....	89.00
Pocahontas, operator and ticket seller	88.00
Cooper, agent and operator.....	77.50
Coaldale, first operator.....	89.00
Second operator.....	89.00
Third operator.....	89.00
Elkhorn, agent and operator.....	86.00
North Fork, agent and operator.....	100.00
Keystone, agent and operator.....	80.50
Eckman, agent and operator.....	80.00
Yard office, first operator.....	77.50
Second operator.....	77.50
Third operator.....	77.50
East Vivian, agent and operator.....	88.00
West Vivian, agent and operator.....	85.00
Welch, agent and operator.....	114.00
Operator and ticket seller.....	89.00
Tug, first operator.....	97.00
Second operator.....	97.00
Third operator.....	97.00
Wilcoe (WC), agent and operator....	87.00
(GO), first operator.....	84.00
Second operator.....	84.00
Gary, agent and operator.....	89.00
Second operator.....	84.00
Davy, agent and operator.....	87.00
Roderfield, agent and operator.....	87.00
Jaeger, agent and operator.....	103.00
Tower, first operator.....	92.00
Second operator.....	92.00
Third operator.....	92.00
English, agent and operator.....	84.00
War, agent and operator.....	92.00
Berwind, agent and operator.....	92.00

Station and Position.	Rate per Month.
War Eagle, first operator.....	\$ 91.00
(End D. T.), second operator.....	91.00
Third operator.....	91.00
Joe, first operator.....	91.00
(End D. T.), second operator.....	91.00
Third operator.....	91.00
Glen Alum, agent and operator.....	87.00
Devon, agent and operator.....	92.00
Second operator.....	84.00
Delorme, agent and operator.....	87.00
Matewan, agent and operator.....	83.00
East Williamson, first operator.....	89.00
Second operator.....	89.00
Third operator.....	89.00
Williamson, agent and operator.....	100.00
Stone, agent and operator.....	80.00
Bramwell, agent and operator.....	90.00
Simmmons, agent and operator.....	85.00
Montcalm, agent and operator.....	80.00
Mora, agent and operator.....	89.00
Tip Top, agent and operator.....	80.00
Burks Garden, operator.....	72.00
Tazewell, agent and operator.....	96.00
First operator.....	77.50
Pounding Mill, agent and operator.....	77.50
Cedar Bluff, agent and operator.....	85.00
Richlands, agent and operator.....	85.00
First operator.....	75.00
Second operator.....	72.00
Third operator.....	72.00
Swords Creek, agent and operator.....	80.00
Honaker, agent and operator.....	81.50
Finney, agent and operator.....	80.00
Second operator.....	72.00
Third operator.....	72.00
Cleveland, agent and operator.....	80.00
Swords Creek, agent and operator.....	87.00
Honaker, agent and operator.....	89.00
Second operator.....	78.00
Finney, agent and operator.....	87.00
Second operator.....	78.00
Third operator.....	78.00
Cleveland, agent and operator.....	87.00
Kiser, agent and operator.....	81.00
Carterton, agent and operator.....	84.00
Castlewood, agent and operator.....	87.00
Boody, first operator.....	78.00
Second operator.....	78.00
St. Paul, agent and operator.....	111.00
Second operator.....	81.00
Virginia City, agent and operator.....	81.00
Second operator.....	78.00
Vane, first operator.....	78.00
Coeburn, agent and operator.....	92.00
First operator.....	81.00
Second operator.....	81.00
Third operator.....	81.00
Toms Creek, operator.....	84.00
Tacoma, agent and operator.....	81.00
Norton, first operator.....	97.00
Second operator.....	97.00
Third operator.....	97.00
Relief agents on line.....	125.00
Telegraphers at ends of double track (three tricks).....	89.00

SCIOTO DIVISION.

Station and Position.	Rate Per Month.
Chattaroy, agent and operator.....	\$ 81.50
Nolan, agent and operator.....	81.50
Naugatuck, agent and operator.....	83.00
Tower, first operator.....	85.00
Second operator.....	85.00
Third operator.....	85.00

Station and Position.	Rate Per Month.
Dingess, agent and operator.....	\$ 93.00
Wilsondale, agent and operator.....	80.00
Dunlow, agent and operator.....	80.00
Wayne, agent and operator.....	90.00
Second operator.....	75.00
Kermit, agent and operator.....	81.50
Crum, agent and operator.....	81.50
Second operator.....	75.00
Glenhayes, agent and operator.....	81.50
Second operator.....	75.00
Fort Gay, agent and operator.....	88.00
Second operator.....	75.00
Prichard, agent and operator.....	81.50
Second operator.....	75.00
Third operator.....	75.00
Kenova Tower, first operator.....	85.00
Second operator.....	85.00
Third operator.....	85.00
Frt. House, operator and clerk.....	84.00
Ironton Tower, first operator.....	85.00
Second operator.....	85.00
Third operator.....	85.00
Hanging Rock, agent and operator.....	93.00
Agent and operator.....	101.00
Wheelersburg, agent and operator.....	71.00
Sciotoville, agent and operator.....	94.00
Portsmouth (DI), train dispatchers.....	166.00
(KM), manager.....	125.00
First operator.....	101.00
Second operator.....	101.00
Third operator.....	101.00
Fourth operator.....	101.00
Others.....	98.00
Portsmouth Frt. Office, opr. and clerk.....	96.00
Vera Tower, first operator.....	92.00
Second operator.....	92.00
Third operator.....	92.00
Lucasville, agent and operator.....	89.00
Wakefield, agent and operator.....	71.00
Pike-ton, agent and operator.....	101.00
Glen Jean, agent.....	50.00
Tower, first operator.....	92.00
Second operator.....	92.00
Waverly, agent and operator.....	103.00
Omega, agent.....	63.00
Renick Tower, first operator.....	92.00
Second operator.....	92.00
Third operator.....	92.00
Kingston, agent and operator.....	98.00
Circleville Tower, first operator.....	92.00
Second operator.....	92.00
Third operator.....	92.00
(CX) Tower, first operator.....	90.00
Second operator.....	90.00
Third operator.....	90.00
McDermott, agent and operator.....	80.00
Otway, agent and operator.....	80.00
Rarden, agent and operator.....	80.00
Second operator.....	72.00
Third operator.....	72.00
Peebles, agent and operator.....	90.00
Second operator.....	72.00
Lawshe, agent and operator.....	75.00
Seaman, agent and operator.....	77.00
Winchester, agent and operator.....	85.00
Macon, agent.....	58.00
Sardinia, agent and operator.....	92.00
Second operator.....	75.00
Third operator.....	75.00
Hillsboro, agent and operator.....	98.00
-Mt. Oreb, agent and operator.....	81.50
Williamsburg, agent and operator.....	85.00

Station and Position.	Rate Per Month.	Station and Position.	Rate Per Month.
Batavia, agent and operator.....	\$ 81.50	Afton, first operator.....	\$ 78.00
Second operator.....	72.00	Second operator.....	78.00
Perintown, agent and operator.....	72.00	Batavia, agent and operator.....	92.00
Newtown, agent and operator.....	75.00	Second operator.....	78.00
Idlewild, operator and clerk.....	88.00*	Third operator.....	78.00
Relief agents on line	110.00	Perintown, agent and operator.....	78.00
Telegraphers at ends of double track (three tricks)	81.50	Second operator.....	78.00
Mt. Oreb, agent and operator.....	89.00	Newtown, agent and operator.....	81.00
Eastwood, first operator.....	78.00	Second operator.....	78.00
Second operator.....	78.00	Idlewild, operator and clerk.....	96.00
Williamsburg, agent and operator....	92.00	Relief agents on line	125.00
		Telegraphers at ends of double track (three tricks).....	89.00

North Texas Frisco Lines

St. Louis, San Francisco & Texas Railway Company Fort Worth & Rio Grande Railway Company Brownwood, North & South Railway Company

AVERY TURNER and G. H. SCHLEYER, Receivers

The following regulations and wage scale will govern station employes upon these lines (above named), effective March 1st, 1914:

Telegraphers held on duty in the performance of any service required by the company longer than the number of hours constituting a day's work will be allowed overtime therefor. Overtime shall be computed pro rata on stated salary, but in no case less than 35 cents per hour. Telegraphers called to service or directed to return to office for any reason outside of work hours, shall receive 50 cents for the call or return and first hour's service, and regular overtime thereafter; except when required for such service within one hour either before or after regular hours, they shall receive 35 cents for same and first hour's service and regular overtime thereafter. Overtime tickets will be rendered for the actual time worked as above, within forty-eight hours from the time service is performed. If, for any reason, such overtime is not allowed, telegrapher will be so advised within five days, stating reason.

When ordered to attend court, telegraphers will be allowed, for time lost, and, if away from home station, will be allowed necessary expenses, the company being entitled to their mileage and witness fees.

Telegraphers performing service at wrecks, washouts, or other temporary offices, will receive \$2.00 per day and necessary expenses and 35 cents per hour overtime. When telegraphers are called for such service while on duty, the above compensation will cover all regular duties performed on the same day.

Regularly assigned telegraphers required to leave their home stations to do relief work, shall, if the rate of pay for that service is higher than his regular rate, receive the higher rate, and in any event shall suffer no loss in wages, and in addition shall receive 50 cents per day for expenses. If called for such service while

on duty the pay for that day's work shall be at the higher rate.

When an employe transfers from one station to another station on these lines with the authority of proper official, he will receive free transportation for himself, family and household goods, if not prohibited by law.

To obtain promotion, intelligent and courteous discharge of duty and capacity for greater responsibility will govern. When these are sufficient, telegraphers longest in continuous service will have preference in filling of vacancies and newly created positions.

In event a telegrapher feels he has been discriminated against he shall have the right to appeal the case to the assistant superintendent.

When vacancies occur or new positions are created, telegraphers will be notified within five days by bulletin to be posted in offices. Telegraphers will be given five days from date of such notice in which to make application for such positions.

Telegraphers will not be suspended, given demerit marks or dismissed from the company's service, without just cause. In case of suspension or dismissal, if any telegrapher thinks his sentence unjust, he will have the right, within ten days, to refer his case by written statement to assistant superintendent. Within ten days of the receipt of the notice his case shall have a thorough investigation by the proper officer of the company, at which time he may be present, if he so desires, and also be represented by any disinterested employe of his choice. In case he is not satisfied with the result of such investigation, he shall have the right to appeal to the general manager. In case of intoxication or insubordination, dismissal will follow without hearing, as above provided for. In case suspension or dismissal is found to be unjust, he will be reinstated and paid for full time lost.

Employes leaving the service of the company will receive a clearance card, stating

term of service, capacity in which employed, and whether leaving the service voluntarily or otherwise. If discharged, cause of dismissal will be shown.

So far as the business will permit, telegraphers will be excused Sundays without reduction of pay. At stations where the agent is also telegrapher and where no other telegraphers are employed, he will be excused from service on Sunday, except that he will be required to attend passenger trains that receive and discharge passengers or mail at his station, unless other force at that station can be so arranged as to partly or entirely relieve him from meeting passenger trains on Sunday.

Where a station that has been closed is reopened, the salary will be the same as provided in schedule at time of closing. When telegraphers are added to the force the salary paid will not be less than the lowest salary shown in wage scale in that office if two or more telegraphers are already employed there, except agent telegrapher in opening new stations.

Any telegrapher feeling himself competent to handle agencies other than those enumerated in this schedule is invited as well as other employees, to make application for vacancies at those stations.

WAGE SCALE.

Station and Position.	Rate per Month.
Denison, three oprs. and clerks, each.	\$ 70.00
Sherman North Yards, three telegraphers, each.	75.00
Sherman Freight house, opr. and clerk	72.50
Dorchester, agent and operator.	55.00
Gunter, agent and operator.	60.00

Station and Position.	Rate per Month.
Celina, agent and operator.	\$ 80.00
Operator and clerk.	60.00
Prosper, agent and operator.	60.00
Frisco, agent and operator.	60.00
Dallas Com'l Office, opr. and clerk.	85.00
Ft. Worth Gen'l Office, manager.	100.00
Ft. Worth West Yards, three telegraphers, each.	70.00
Ft. Worth Freight House, operator and clerk.	90.00
Cresson, agent and operator.	60.00
Granbury, agent and operator.	95.00
Two operators and clerks, each.	62.50
Tolar, agent and operator.	55.00
Bluffdale, agent and operator, no mail pay.	62.50
Stephenville, three oprs. and clks., ea.	62.50
Dublin, cashier and operator.	85.00
Two operators and clerks, each.	62.50
Proctor, agent and operator.	45.00
Hasse, agent and operator.	40.00
Comanche, cashier and operator.	80.00
Two operators and clerks, each.	60.00
Blanket, agent and operator.	55.00
Brownwood, three oprs. and clks., each	70.00
Winchell, agent and operator.	55.00
Rochelle, agent and operator.	60.00
Brady, operator and clerk.	65.00
Mercury, agent and operator.	55.00
Menard, operator and clerk.	65.00

L. M. McCOOL,
G. H. SCHLEYER,
Gen. Mgr. for Receivers.

Accepted by:

B. C. DODD,
Representative for Station Employees
of the Receivers.

Northern Pacific

(RULES AND WAGE SCALE EFFECTIVE JANUARY 1, 1918.)

*See rulings in back of schedule.

RULE I.

Telegraphers Defined.

(a) The term "telegraphers" as used in this schedule means employees assigned by proper authority to regular telegraph and telephone duties, to all other positions named in the wage scale and to such additional positions as may be agreed upon from time to time.

(b) The company will continue to promote telegraphers to positions of train dispatchers and exclusive agents as far as practicable and in line with the good of the service.

RULE II.

Seniority Rights, Promotions, Transfers and Relay Offices Defined.

(a) Telegraphers' seniority will rank from the date of their last employment on their respective divisions, except as provided in Clause f-3 and f-4*.

Telegraphers will not be permitted to displace, by exercising their seniority rights, the present incumbents as of September 1,

1916, of exclusive agency and (CS) positions which are included in the schedule.

Incumbents of exclusive agency and (CS) positions not hitherto in the schedule will be placed on the seniority list as of September 1, 1916, but with reference to each other they will take precedence in the order in which they were employed.

In making promotions, where ability is sufficient, seniority will prevail—management to decide.

All assignments to exclusive agency positions will be subject to the approval of the traffic department.

(b) Telegraphers will not retain their seniority for more than three (3) months on leave of absence, except in case of sickness, or for more than six (6) months after being promoted to any position outside of this schedule. Telegraphers who are either on a leave of absence or have been promoted to a position outside of the schedule will not be permitted to return and work for a few days for the sole purpose of holding their rights.*

(c) Telegraphers transferred from one division to another will rank from date of

transfer on seniority list of division to which transferred.

(d) Telegraphers reinstated at any time within six (6) months after being discharged will resume seniority held prior to such discharge.

(e) The following are designated as relay offices, and will be considered as a unit in connection with promotions, as per Clause f-2:

St. Paul (NP), Fargo (FO), Dickinson (DX), Helena (HN), Spokane (SF), Tacoma (BY), and Portland (V).

(f) 1. When vacancies occur, except in relay offices, telegraphers on the division will be promptly notified of such vacancies and will make application within seven (7) days from receipt of notice of such vacancies.*

2. In relay offices, when vacancies occur, they will be bulletined by wire and telegraphers must make application by wire within forty-eight (48) hours from receipt of notice of such vacancies, except vacancies which pay the minimum or which are due directly or indirectly to a change in hours or to the application of Rule II, Clause (h), which will be bulletined only in the offices where such vacancies occur.* Relay telegraphers desiring to transfer from one office to another for positions that are not bulletined, should file an application with the superintendent of telegraph.

3. Telegraphers on the line desiring to enter the relay service may file an application with the superintendent of telegraph and when vacancies occur in the relay offices which cannot be filled from the relay division, the telegraphers on the line who have applied will be notified and the positions filled in accordance with Rule II-a. Telegraphers thus entering the relay service will retain the seniority on their division which they had at the time they left their division and must remain in the relay service unless laid off on account of reduction of force or in accordance with Rule II-h, or transferred back to the line in accordance with Rule II-f-4.

4. Telegraphers in the relay service desiring to enter service on the line may file an application with the superintendent of telegraph, stating the location and character of position desired, and when vacancies occur in line positions which cannot be filled by telegraphers in the line service, the telegraphers in the relay service who have applied will be notified and the positions filled in accordance with Rule II, Clause (a). Telegraphers thus entering the line service will retain the seniority in the relay division which they had at the time they left the relay service and must remain in line service unless laid off on account of reduction of force or in accordance with Rule II, Clause (h), or transferred back to the relay division in accordance with Rule II-f-3.

5. Telegraphers who bid on bulletined positions will not be permitted to cancel such bids after the time limit of the bulletins has expired, but must accept the assignments made or go on the extra list. A telegrapher who exercises his seniority in bidding from one position to another will not be permitted on the following bulletin to bid in the position vacated.

6. Telegraphers, except in relay offices, will not be permanently assigned until the expiration of seven (7) days from the date of bulletin and assignments and transfers will be made not later than thirty (30) days from the date of the bulletin, except as in paragraph 7, unless the telegrapher entitled to the position is unable to file an application on account of leave of absence, sickness or other bona fide cause.*

7. Telegraphers in relay offices will not be permanently assigned until the expiration of forty-eight (48) hours from date of bulletin and assignments and transfers will be made not later than fifteen (15) days from the date of the bulletin unless the telegrapher entitled to the position is unable to file an application on account of leave of absence, sickness or other bona fide cause.*

(g) The superintendent will furnish the local chairman annually, upon application, a copy of the official seniority list.

(h) When a telegrapher is transferred or promoted, and after a fair trial is found incapable, he will take his place on the list of applicants, without pay, until there is a vacancy to which he may be appointed, and will then resume his previous seniority.

(i) Telegraphers declining to accept promotion to any position do not forfeit their seniority.

(j) In the event of reduction of force on a division, the last man to enter the service will be the first laid off, and in the event of re-employment, the last man laid off will be given work first, if available.

(k) Seniority will be effective only when vacancies occur, new positions are created or when positions are closed. When positions are closed, the incumbents thereof, if competent, will have the right to any position on the division where located, at that time filled by telegraphers who are their juniors in the service. When telegraphers have been displaced, or where an office has been closed, giving telegraphers the right to any position on the division over telegraphers who are their juniors in service, such telegraphers must exercise their rights within fifteen (15) days or go on the extra list.*

RULE III.

New Positions.

(a) When new positions are created, compensation will be arranged in conformity with positions of same class as shown in this schedule.

(b) The placing in the schedule of new exclusive agency positions that may be created from time to time will be considered and agreed to in conference. Conferences to determine the placing of these positions in the schedule will be held between the superintendent and the local chairman, the decisions of such conferences to be approved by the superintendent of telegraph. The general chairman may be present at all such conferences.

(c) When an agent telegrapher position is changed to an exclusive agency, the incumbent thereof will be given the new position, and it will be placed in schedule unless objection is raised by the superintendent, in which case a conference will

be held, as provided for in Clause (b), and if it is decided at such conference that the position should not be included in the schedule the incumbent thereof may exercise his seniority as provided for in Rule II, Clause (k).

(d) When an exclusive agency position which is in the schedule is changed to an agent telegrapher position, the incumbent thereof will be given the new position if he is capable of performing the necessary telegraph duties. Otherwise, he will exercise his seniority rights as provided in Rule II, Clause (k).

RULE IV.

Discipline, Investigations, Time Limits on Complaints or Appeals.

(a) Telegraphers charged with offenses involving their suspension or discharge will be advised in writing of the nature of the offense charged. Telegraphers will make their complaints in writing.

(b) Telegraphers will not be suspended or discharged without proper cause. When they consider they have been unjustly treated, they will have the right to appeal to the next higher officer of the company up to the general superintendent. If the decision of the general superintendent is not satisfactory, telegraphers will have the right to appeal to the superintendent of telegraph, whose decision, when approved by the general manager, shall be final. In case a telegrapher has been suspended or discharged, and after investigation is found not at fault, he will be reinstated and paid for all time lost; where discipline is found to be too severe, he will be reinstated without loss of seniority.

(c) Investigation is to be held within ten (10) days after written request by person disciplined, and such request must be made within ten (10) days or the case will be considered closed.

(d) Telegraphers may be represented by a co-employee at any or all investigations if they so desire.

RULE V.

Care of Stations, Switches, Switch Lamps and Pumps.

(a) Telegraphers will not be required to scrub stations or outbuildings, clean platforms or yards, or attend lawns and gardens, except that at offices where no freight or ticket business is involved, they shall keep interior of office premises in neat condition.

(b) At points where no section men are located, telegraphers will care for switch lamps and will be allowed four dollars (\$4.00) per month for the care of four or less such lamps, and fifty (50) cents per month for each additional lamp. At all times, in case of the extinguishing of switch lamps, telegraphers must light them or notify the proper employees that they require attention.

(c) Telegraphers required to run pumps will be paid ten dollars (\$10.00) per month for gasoline pumps and fifteen dollars (\$15.00) per month for steam pumps.

(d) Telegraphers, except towermen, who have regularly assigned duties of throwing switches, shall be paid two dollars and fifty

cents (\$2.50) per month for such service in addition to rate shown in wage scale.

RULE VI.

Week Day Office and Meal Hours Defined.

(a) Where but one telegrapher is employed, eight (8) hours of actual service assigned within ten (10) consecutive hours, in order to provide a meal hour and a split of one hour, will constitute a working day. The meal hour will be provided between 11:30 a. m. and 1:30 p. m., or between 11:30 p. m. and 1:30 a. m. No trick will be split more than once, the meal hour not to be considered a split. At points where an exclusive agent and but one telegrapher are employed, the telegrapher position will be considered a one-man position, and the rules applicable to one-man positions will govern.

(b) Where two telegraphers are employed, eight (8) hours of actual service assigned within nine (9) consecutive hours, in order to provide a meal hour, will constitute a working day. A meal hour will be provided between 5:30 a. m. and 7:30 a. m., or between 11:30 a. m. and 1:30 p. m., or between 5:30 p. m. and 7:30 p. m., or between 11:30 p. m. and 1:30 a. m. At points where an exclusive agent and two telegraphers are employed, the telegraphers' positions will be considered as two-man positions and the rules applicable to two-man positions will govern.

(c) Where three (3) telegraphers are employed, eight (8) consecutive hours of service will constitute a working day. At points where an exclusive agent and three telegraphers are employed, the telegraphers' positions will be considered as three-man positions and the rules applicable to three-man positions will govern.

(d) 1. Where more than three (3) telegraphers are employed, and in the offices listed in Rule II, Clause (e), eight (8) hours of actual service, which at the company's option may be worked consecutively or within nine (9) consecutive hours, when it is necessary to provide a meal hour, will constitute a working day.

2. Telegraphers in relay offices, as listed in Rule II, clause (e), will not be required to work more than two (2) hours overtime in any twenty-four (24) hour period; except, that in cases of general prostration of wires, they may be required to work four (4) hours' overtime.

(e) Ten (10) hours of actual service assigned within a period of eleven (11) consecutive hours, in order to provide a meal hour, will constitute a working day for exclusive agency positions. The meal hour will be provided between 11:30 a. m. and 1:30 p. m.

(f) When agent duties are involved, service shall not begin before six (6:00) o'clock a. m. nor after eight (8:00) o'clock a. m.

RULE VII.

Overtime, Calls, Meal Hours Curtailed.

(a) *Telegraphers, except as provided in Clause (b), required to remain more than the hours as hereinbefore provided, will be allowed overtime pro rata, with a minimum

of forty-five cents (45c), per hour. Telegraphers called for extra service of any character will be allowed not less than one hour overtime at a minimum of sixty-five cents (65c) for the initial hour, additional time after the initial hour to be paid for on the basis of their salary, with a minimum of forty-five cents (45c) per hour. If pro rata salary basis is more than sixty-five cents (65c) per hour, it will apply to the initial and successive hours. In computing overtime, less than thirty (30) minutes will be neglected and thirty (30) minutes and less than one hour will be considered an hour.

(b) Telegraphers in the following offices will be allowed overtime pro rata with a minimum of sixty cents (60c) per hour:

Saint Paul, (NP).	Livingston, (VS).
Minneapolis, (MS).	Helena, (HN).
Duluth, (DU).	Missoula, (MD).
Staples, (SO).	Paradise, (PD).
Dilworth, (DH).	Spokane, (SF).
Fargo, (FO).	Pasco, (PA).
Jamestown, (J).	Ellensburg, (EB).
Mandan, (A).	Seattle, (CF).
Dickinson, (DX).	Tacoma, (BY).
Glendive, (GI).	Tacoma, (WR).
Forsyth, (FY).	Portland, (V).
Billings, (BG).	

In computing overtime the actual overtime worked during the month shall be totaled and less than thirty (30) minutes in the total shall be neglected, and thirty (30) minutes and less than one hour shall be considered an hour.

(c) 1. Telegraphers will be excused from Sunday and holiday duties as much as the condition of business will permit.

2. Telegraphers in offices listed in Rule II, clause (e), will be paid pro rata overtime for all work performed on Sunday and the following holidays, namely: New Year's, Fourth of July, Thanksgiving, Christmas.

3. Telegraphers in one-man positions, whose weekday hours are defined in Rule VI-a, when required to perform, within their weekday assignments of hours, any service on Sunday will be paid sixty-five (65) cents overtime for each initial hour or fraction thereof and pro rata overtime for successive hours. Telegraphers required to work their entire weekday assignments of hours on Sunday will be paid pro rata overtime for the initial and successive hours. Overtime will be paid in accordance with Rule VII-a, for all service performed on Sunday outside of the weekday assignment of hours. Overtime will be paid in accordance with Rule VII-d when telegraphers are not allowed sixty (60) consecutive minutes for a meal between 11:30 a. m. and 1:30 p. m., or between 11:30 p. m. and 1:30 a. m. In computing overtime less than thirty (30) minutes will be neglected and thirty (30) minutes and less than one (1) hour will be considered an hour.

4. Telegraphers in offices other than those covered by clauses (c)-2 and (c)-3, when required to perform within their week day assignment of hours, any service on Sunday, will be paid pro rata overtime for such service. Sunday hours shall be arranged in not to exceed two periods with a minimum of one hour for each period and will be assigned and not subject to temporary changes.

Overtime will be paid in accordance with Rule VII-a for all service performed on Sunday outside of the Sunday assignment of hours. Where two telegraphers are employed, overtime will be paid in accordance with Rule VII-d when telegraphers are not allowed sixty (60) consecutive minutes for a meal in the periods specified in Rule VI-b. In computing overtime less than thirty (30) minutes will be neglected and thirty (30) minutes and less than one (1) hour will be considered an hour.

(d) Telegraphers who are not allowed sixty (60) consecutive minutes for one meal during working hours; as provided in Rule VI, will receive one hour regular overtime, as provided in Clauses (a) and (b) of Rule VII, for each meal hour missed or curtailed at the company's instance, and will be allowed twenty (20) minutes for lunch as soon thereafter as possible.

(e) All pro rata overtime for each month in the year will be computed on a twenty-six (26) day basis.

(f) Overtime will not be allowed unless overtime slips are mailed to the superintendent within twenty-four (24) hours from the time the service is performed. Telegraphers will be notified within three (3) days when overtime is not allowed, as claimed by overtime slips.

RULE VIII. Special Work.

(a) Telegraphers attending court, or detailed on any business for the company other than relief work, shall receive compensation at the same rate as if in regular service, and, if away from home, reasonable expenses. If attending court, time and expenses will be certified by the company's attorneys.

(b) Telegraphers who are filling regularly assigned permanent positions, when called upon to perform temporary relief work at another station, will be paid one dollar (\$1.00) per day extra. Overtime slips must be mailed to superintendent daily.*

RULE IX. Transfers.

Telegraphers transferred from one station to another, under orders, including transfers for promotion, shall receive pay for the time lost in transferring on the basis of rate of pay of the position they vacated; also free transportation for themselves, dependent members of their families and household goods. When transfers are made for the accommodation of telegraphers, no compensation will be allowed for time consumed in making such transfers.*

RULE X. Commercial Commissions.

A commission of ten per cent (10%) of the "This Line" receipts will be allowed managers on business handled for commercial telegraph companies at Northern Pacific reporting offices.

RULE XI. Telegraphers' Privileges and Concessions.

(a) 1. Telegraphers who are occupying company buildings rent free will not be re-

quired to pay for this privilege during the existence of this schedule, and such telegraphers will be furnished fuel and illuminating oil free.

2. Living accommodations furnished by the company at various stations will be definitely assigned by the superintendent and considered as belonging to the different positions in the following order: Agent, first telegrapher, second telegrapher and third telegrapher.

(b) Where stations are remodeled or rebuilt, the company reserves the right to discontinue living accommodations.

(c) Telegraphers employed at points where there is no store, will be given free freight rates from the nearest available town on the division, on supplies for their personal and family use.

(d) Special privileges, such as ice, fuel or other supplies, must be arranged with the superintendent in each individual case.

(e) Where surety bonds are required by the company, it will pay the premium.

(f) Telegraphers will be furnished the free use of typewriters in the following offices: St. Paul, (NP), Spokane, (SF), and Tacoma, (BY). The company reserves the right to require of telegraphers working in these offices proficiency in the use of typewriters.

RULE XII.

Unassigned Telegraphers.

Telegraphers held for service, but not assigned, shall be paid for service on the basis of the rate that attaches to the position to which they are ultimately assigned.

RULE XIII.

Status of General Chairman and General Secretary and Treasurer.

(a) In case the telegraphers select one of their number as salaried chairman, he will be considered in the service of the company as to rank and rights of promotion and will retain the same rights he would have gained if in actual service.

(b) In case the telegraphers select one of their number as salaried secretary and treasurer, he will be considered in the service of the company as to rank and rights of promotion and will retain the same rights he would have gained if in actual service.

RULE XIV.

Conferences.

If a meeting with the general officers is desired a written notice, together with a statement of matters to be considered, must be forwarded to the superintendent of telegraph at least fifteen (15) days before the date at which conference is desired, and a date and time will be fixed within the succeeding fifteen (15) days.

RULE XV.

Interpretation of Rules.

In case of a misunderstanding as to the meaning or application of any of these rules, the telegraphers will have the right of appeal to the next higher officer of the company up to the general superintendent. If the decision of the general superintendent is not satisfactory, telegraphers will have the right of appeal to the superintendent of telegraph.

whose decision, when approved by the general manager, shall be final.

RULE XVI.

General.

This schedule for telegraphers will be effective January 1, 1918, and will govern until otherwise ordered. Nothing contained herein shall be held to conflict with or nullify the transportation rules of the railway company.

WAGE SCALE.

RELAY OFFICES.

Station and Position.	Rate Per Month.
St. Paul, General Office (NP), mgr.-wire chief.....	\$155.00
Assistant chief.....	125.00
Night chief.....	125.00
Late night chief.....	120.00
Day telegraphers (five).....	112.50
Early night telegraphers (four).....	112.50
Late night telegrapher (three).....	112.50
Other telegraphers.....	110.00
Fargo (FO), manager wire chief.....	150.00
Assistant chief.....	120.00
Night chief.....	125.00
Late night chief.....	120.00
Telegraphers.....	110.00
Dickinson (DX), manager wire chief.....	150.00
Assistant chief.....	120.00
Night chief.....	125.00
Late night chief.....	120.00
Telegraphers.....	110.00
Helena (HN), manager wire chief.....	155.00
Assistant chief.....	120.00
Night chief.....	125.00
Late night chief.....	120.00
Telegraphers (two).....	112.50
Other telegraphers.....	110.00
Spokane (SF), manager wire chief.....	155.00
Assistant chief.....	120.00
Night chief.....	125.00
Late night chief.....	120.00
Telegraphers (three).....	112.50
Other telegraphers.....	110.00
Tacoma (BY), manager wire chief.....	155.00
Assistant chief.....	120.00
Night chief.....	125.00
Late night chief.....	120.00
Telegraphers (five).....	112.50
Other telegraphers.....	110.00
Portland (V), manager telegrapher.....	117.50

LAKE SUPERIOR DIVISION.

Station and Position.	Rate per Month.
Ashland, telegrapher.....	\$ 80.00
Iron River, telegrapher.....	77.50
Brule, agent telegrapher.....	82.50
Maple, agent telegrapher.....	80.00
Superior, East End, telegrapher.....	80.00
Superior, Central Ave., first teleg.....	82.50
Second telegrapher.....	82.50
Third telegrapher.....	82.50
Duluth (DU), manager telegrapher.....	107.50
Other telegraphers.....	100.00
Anton, telegrapher.....	77.50
Wrenshall, agent telegrapher.....	80.00
Second telegrapher.....	77.50
Zebulon, agent telegrapher.....	80.00

Station and Position.	Rate per Month.
Cromwell, agent telegrapher.....	\$ 80.00
Second telegrapher.....	77.50
Third telegrapher.....	77.50
Wright, agent telegrapher.....	80.00
Tamarack, agent telegrapher.....	80.00
McGregor, agent telegrapher.....	82.50
Second telegrapher.....	80.00
Third telegrapher.....	80.00
Kimberly, agent telegrapher.....	80.00
Aitkin, first telegrapher.....	87.50
Second telegrapher.....	80.00
Third telegrapher.....	80.00
Deerwood, first telegrapher.....	82.50
Second telegrapher.....	80.00
Third telegrapher.....	80.00
Pillager, agent telegrapher.....	80.00
Motley, agent telegrapher.....	82.50
Second telegrapher.....	77.50
West Duluth, first telegrapher.....	90.00
Second telegrapher.....	82.50
Third telegrapher.....	82.50
Carlton, first telegrapher.....	92.50
Second telegrapher.....	87.50
Third telegrapher.....	87.50
Mahtowa, agent telegrapher.....	80.00
Barnum, agent telegrapher.....	80.00
Moose Lake, agent telegrapher.....	80.00
Second telegrapher.....	77.50
Third telegrapher.....	77.50
Sturgeon Lake, agent telegrapher.....	80.00
Willow River, agent telegrapher.....	80.00
Finlayson, agent telegrapher.....	82.50
Groningen, agent telegrapher.....	80.00
Second telegrapher.....	77.50
Hinckley, first telegrapher.....	90.00
Second telegrapher.....	87.50
Third telegrapher.....	87.50
Pine City, agent.....	82.50
First telegrapher.....	77.50
Second telegrapher.....	77.50
Third telegrapher.....	77.50
Rock Creek, agent telegrapher.....	80.00
Rush City, agent.....	72.50
First telegrapher.....	82.50
Second telegrapher.....	80.00
Third telegrapher.....	80.00
Harris, agent telegrapher.....	80.00
North Branch, agent.....	87.50
Telegrapher.....	80.00
Stacy, agent telegrapher.....	80.00
Wyoming, agent telegrapher.....	82.50
Second telegrapher.....	80.00
Third telegrapher.....	77.50
Forest Lake, agent telegrapher.....	82.50
Hugo, agent telegrapher.....	80.00
Morgan Park, agent telegrapher.....	77.50
New Duluth, telegrapher.....	77.50
Fond du Lac, agent telegrapher.....	80.00
Cloquet, telegrapher.....	87.50
Grantsburg, agent telegrapher.....	87.50
Chicago City, agent telegrapher.....	77.50
Lindstrom, agent telegrapher.....	82.50
Center City, agent telegrapher.....	82.50
Shafers, agent telegrapher.....	77.50
Taylor's Falls, agent telegrapher.....	82.50
Ironton, telegrapher.....	87.50

ST. PAUL DIVISION.

Station and Position.	Rate per Month.
White Bear, first telegrapher.....	\$ 87.50
Second telegrapher.....	87.50
Third telegrapher.....	87.50

Station and Position.	Rate Per Month.
St. Paul, Third St., first telegrapher..	\$ 87.50
Second telegrapher.....	82.50
St. Paul, Asst. Supt. Office, teleg.....	92.50
St. Paul, Mississippi St., first telegrapher T. man.....	97.50
Second telegrapher T. man.....	97.50
Third telegrapher T. man.....	97.50
Telegrapher.....	87.50
Como, telegrapher.....	77.50
Minneapolis (MS), manager teleg.....	102.50
Other telegraphers.....	97.50
Northtown, first telegrapher.....	92.50
Second telegrapher.....	92.50
Third telegrapher.....	92.50
Coon Creek, agent.....	77.50
First telegrapher T. man.....	90.00
Second telegrapher T. man.....	90.00
Third telegrapher T. man.....	90.00
Anoka, first telegrapher.....	80.00
Second telegrapher.....	77.50
Third telegrapher.....	77.50
Dayton, agent telegrapher.....	82.50
Elk River, first telegrapher.....	80.00
Second telegrapher.....	80.00
Third telegrapher.....	80.00
Big Lake, agent telegrapher.....	87.50
Second telegrapher.....	77.50
Third telegrapher.....	77.50
Becker, agent telegrapher.....	87.50
Clear Lake, agent telegrapher.....	87.50
Second telegrapher.....	77.50
St. Cloud, first telegrapher T. man.....	92.50
Second telegrapher T. man.....	92.50
Third telegrapher T. man.....	92.50
Sauk Rapids, agent telegrapher.....	87.50
Sartell, agent.....	82.50
First telegrapher.....	77.50
Second telegrapher.....	77.50
Rice, agent.....	82.50
First telegrapher.....	77.50
Second telegrapher.....	77.50
Third telegrapher.....	77.50
Royalton, agent.....	87.50
First telegrapher.....	77.50
Second telegrapher.....	77.50
Third telegrapher.....	77.50
Gregory, agent telegrapher.....	77.50
Second telegrapher.....	77.50
Third telegrapher.....	77.50
Little Falls, first telegrapher.....	92.50
Second telegrapher.....	92.50
Third telegrapher.....	92.50
Darling, agent telegrapher.....	77.50
Second telegrapher.....	77.50
Third telegrapher.....	77.50
Randall, agent telegrapher.....	82.50
Second telegrapher.....	77.50
Third telegrapher.....	77.50
Cushing, agent telegrapher.....	80.00
Second telegrapher.....	77.50
Third telegrapher.....	77.50
Lincoln, agent telegrapher.....	80.00
Second telegrapher.....	77.50
Third telegrapher.....	77.50
Philbrook, agent telegrapher.....	80.00
Second telegrapher.....	77.50
Third telegrapher.....	77.50
Stillwater, agent telegrapher.....	85.00
Fort Ripley, agent telegrapher.....	77.50
Swanville, agent telegrapher.....	80.00
Burtrum, agent telegrapher.....	77.50
Grey Eagle, agent telegrapher.....	77.50
Sauk Center, telegrapher.....	82.50
Westport, agent telegrapher.....	77.50

Station and Position.	Rate per Month.
Villard, agent telegrapher.....	80.00
Glenwood, agent.....	90.00
Telegrapher.....	80.00
Starbuck, agent telegrapher.....	80.00
Cyrus, agent telegrapher.....	77.50
Morris, agent telegrapher.....	87.50

MINNESOTA DIVISION.

Station and Position.	Rate per Month.
Staples (SO), manager telegrapher....	\$100.00
Other telegraphers.....	95.00
Staples (CS), telegrapher.....	97.50
Staples Yard, first telegrapher.....	92.50
Second telegrapher.....	92.50
Third telegrapher.....	92.50
Aldrich, agent telegrapher.....	80.00
Verndale, agent telegrapher.....	85.00
Wadena, first telegrapher.....	85.00
Second telegrapher.....	80.00
Third telegrapher.....	80.00
Bluffton, agent telegrapher.....	80.00
New York Mills, agent telegrapher...	85.00
Perham, agent.....	87.50
First telegrapher.....	82.50
Second telegrapher.....	77.50
Third telegrapher.....	77.50
Frazee, agent.....	87.50
Telegrapher.....	82.50
Detroit, first telegrapher.....	92.50
Second telegrapher.....	87.50
Third telegrapher.....	87.50
Audubon, agent telegrapher.....	82.50
Lake Park, first telegrapher.....	85.00
Second telegrapher.....	80.00
Third telegrapher.....	77.50
Manitoba Jct., agent teleg. T. man...	87.50
Second telegrapher T. man.....	85.00
Third telegrapher T. man.....	85.00
Hawley, agent.....	82.50
Telegrapher.....	80.00
Muskoda, agent telegrapher.....	80.00
Deer Creek, agent telegrapher.....	77.50
Henning, agent telegrapher.....	80.00
Vining, agent telegrapher.....	77.50
Clithral, agent telegrapher.....	77.50
Battle Lake, agent telegrapher.....	82.50
Underwood, agent telegrapher.....	82.50
Fergus Falls, telegrapher.....	82.50
Foxhome, agent telegrapher.....	77.50
Breckenridge, agent telegrapher.....	90.00
Wahpeton, telegrapher.....	87.50
Mooreton, agent telegrapher.....	80.00
Barney, agent telegrapher.....	77.50
Wyndmere, agent telegrapher.....	85.00
De Larnere, agent telegrapher.....	80.00
Milnor, agent telegrapher.....	87.50
Gwinner, agent telegrapher.....	77.50
Stirum, agent telegrapher.....	77.50
Crete, agent telegrapher.....	77.50
Great Bend, agent telegrapher.....	77.50
Hitterdal, agent telegrapher.....	77.50
Ulen, agent telegrapher.....	80.00
Syre, agent telegrapher.....	77.50
Twin Valley, agent telegrapher.....	85.00
Gary, agent telegrapher.....	80.00
Fertile, first telegrapher.....	82.50
Second telegrapher.....	77.50
Third telegrapher.....	77.50
Crookston, telegrapher.....	77.50
Red Lake Falls, agent telegrapher...	92.50
East Grand Forks, first telegrapher...	95.00
Second telegrapher.....	92.50
Third telegrapher.....	92.50

Station and Position.	Rate per Month.
Grand Forks, telegrapher.....	\$ 87.50
Meckinock, agent telegrapher.....	77.50
Gilby, agent telegrapher.....	80.00
Honeyford, agent.....	77.50
Forest River, agent telegrapher.....	87.50
Voss, agent telegrapher.....	77.50
Grafton, telegrapher.....	90.00
Drayton, agent telegrapher.....	87.50
Bowesmont, agent telegrapher.....	77.50
Joliette, agent telegrapher.....	77.50
Pembina, first telegrapher.....	95.00
Second telegrapher.....	77.50

FARGO DIVISION.

Station and Position.	Rate per Month.
Dilworth (DH), manager telegrapher...	\$102.50
Other telegraphers.....	97.50
Milwaukee Crossing, 1st teleg. T. man	85.00
Second telegrapher T. man.....	82.50
Third telegrapher T. man.....	82.50
Haggart, agent telegrapher.....	87.50
Mapleton, agent telegrapher.....	90.00
Cassilton, first telegrapher.....	87.50
Second telegrapher.....	87.50
Third telegrapher.....	85.00
Wheatland, agent telegrapher.....	90.00
Buffalo, agent telegrapher.....	92.50
Second telegrapher.....	85.00
Third telegrapher.....	85.00
Tower City, agent.....	90.00
Telegrapher.....	85.00
Koldok, first telegrapher.....	77.50
Second telegrapher.....	77.50
Third telegrapher.....	77.50
Oriska, agent telegrapher.....	90.00
Second telegrapher.....	77.50
Third telegrapher.....	77.50
Aita, first telegrapher.....	80.00
Second telegrapher.....	77.50
Third telegrapher.....	77.50
Valley City, manager telegrapher.....	95.00
Second telegrapher.....	90.00
Berea, agent telegrapher.....	87.50
Second telegrapher.....	77.50
Third telegrapher.....	77.50
Sanborn, first telegrapher.....	85.00
Second telegrapher.....	85.00
Third telegrapher.....	85.00
Eckelson, agent.....	90.00
First telegrapher.....	80.00
Second telegrapher.....	77.50
Third telegrapher.....	77.50
Spiritwood, agent telegrapher.....	90.00
Second telegrapher.....	77.50
Third telegrapher.....	77.50
Bloom, first telegrapher.....	80.00
Second telegrapher.....	77.50
Third telegrapher.....	77.50
Horace, agent telegrapher.....	80.00
Warren, agent telegrapher.....	80.00
Davenport, agent telegrapher.....	85.00
Leonard, agent telegrapher.....	80.00
Sheldon, agent telegrapher.....	92.50
Buttville, agent telegrapher.....	80.00
Lisbon, telegrapher.....	82.50
Elliott, agent telegrapher.....	80.00
Englevalle, agent telegrapher.....	85.00
Verona, agent telegrapher.....	85.00
LaMoure, telegrapher.....	85.00
Berlin, agent telegrapher.....	82.50
Medberry, agent telegrapher.....	80.00

Station and Position.	Rate per Month.
Edgeley, telegrapher.....	\$ 85.00
Deisem, agent telegrapher.....	80.00
Jud, agent telegrapher.....	82.50
Alfred, agent telegrapher.....	80.00
Gackle, agent telegrapher.....	82.50
Streeter, agent telegrapher.....	85.00
Embsen, agent telegrapher.....	80.00
Alice, agent telegrapher.....	80.00
Nome, agent telegrapher.....	82.50
Kathryn, agent telegrapher.....	82.50
Hastings, agent telegrapher.....	82.50
Litchville, agent telegrapher.....	87.50
Marion, agent telegrapher.....	87.50
Dazey, agent telegrapher.....	82.50
Walum, agent telegrapher.....	80.00
Hannaford, agent telegrapher.....	85.00
Cooperstown, agent telegrapher.....	92.50
Jessie, agent telegrapher.....	80.00
Binford, agent telegrapher.....	85.00
McHenry, agent telegrapher.....	90.00

DAKOTA DIVISION.

Station and Position.	Rate per Month.
Jamestown (J), manager telegrapher.....	\$105.00
Other telegraphers.....	100.00
Jamestown Yard, first telegrapher.....	97.50
Second telegrapher.....	97.50
Third telegrapher.....	97.50
Berner, telegrapher.....	82.50
Eldridge, agent telegrapher.....	82.50
Windsor, agent telegrapher.....	87.50
Second telegrapher.....	85.00
Third telegrapher.....	85.00
Cleveland, agent telegrapher.....	87.50
Medina, agent telegrapher.....	87.50
Second telegrapher.....	82.50
Third telegrapher.....	82.50
Crystal Springs, telegrapher.....	82.50
Tappen, agent telegrapher.....	85.00
Dawson, agent.....	92.50
First telegrapher.....	87.50
Second telegrapher.....	87.50
Third telegrapher.....	87.50
Steele, agent telegrapher.....	90.00
Second telegrapher.....	85.00
Third telegrapher.....	85.00
Driscoll, agent telegrapher.....	87.50
Sterling, agent telegrapher.....	87.50
Second telegrapher.....	85.00
Third telegrapher.....	85.00
McKenzie, agent telegrapher.....	92.50
Burleigh, agent telegrapher.....	85.00
Second telegrapher.....	82.50
Third telegrapher.....	82.50
Bismarck, first telegrapher.....	97.50
Second telegrapher.....	97.50
Third telegrapher.....	97.50
Ypsilanti, agent telegrapher.....	80.00
Montpelier, agent telegrapher.....	80.00
Adrian, agent telegrapher.....	80.00
Dickey, agent telegrapher.....	82.50
Grand Rapids, agent telegrapher.....	80.00
Glover, agent telegrapher.....	80.00
Buchanan, agent telegrapher.....	82.50
Pingree, agent telegrapher.....	82.50
Edmunds, agent telegrapher.....	80.00
Melville, agent telegrapher.....	80.00
Carrington, telegrapher.....	85.00
Barlow, agent telegrapher.....	80.00
New Rockford, telegrapher.....	80.00
Sheyenne, agent telegrapher.....	90.00
Oberon, agent telegrapher.....	92.50

Station and Position.	Rate per Month.
Minnewaukan, agent telegrapher.....	\$ 87.50
Brinsmade, agent telegrapher.....	85.00
Leeds, agent telegrapher.....	92.50
Woodworth, agent telegrapher.....	82.50
Pettibone, agent telegrapher.....	82.50
Robinson, agent telegrapher.....	82.50
Tuttle, agent telegrapher.....	82.50
Arena, agent telegrapher.....	82.50
Wing, agent telegrapher.....	82.50
Regan, agent telegrapher.....	82.50
Wilton, agent telegrapher.....	95.00
Sykeston, agent telegrapher.....	82.50
Heaton, agent telegrapher.....	80.00
Bowdon, agent telegrapher.....	85.00
Chaseley, agent telegrapher.....	80.00
Hurdsfield, agent telegrapher.....	82.50
Goodrich, agent telegrapher.....	87.50
Denhoff, agent telegrapher.....	82.50
McClusky, agent telegrapher.....	90.00
Mercer, agent telegrapher.....	82.50
Turtle Lake, agent telegrapher.....	85.00
Flora, agent telegrapher.....	80.00
Maddock, agent telegrapher.....	87.50
Hesper, agent telegrapher.....	80.00
Esmond, agent telegrapher.....	85.00
Temvik, agent telegrapher.....	80.00
Hazelton, agent telegrapher.....	85.00
Huff, agent telegrapher.....	82.50
Fort Rice, agent telegrapher.....	82.50
Cannon Ball, agent telegrapher.....	82.50
Solen, agent telegrapher.....	82.50
Timmer, agent telegrapher.....	82.50
Flasher, agent telegrapher.....	87.50
Carson, agent telegrapher.....	82.50
Heil, agent telegrapher.....	82.50
Elgin, agent telegrapher.....	87.50
New Leipzig, agent telegrapher.....	85.00
Burt, agent telegrapher.....	82.50
Mott, telegrapher.....	82.50
Sanger, agent telegrapher.....	82.50
Fort Clark, agent telegrapher.....	82.50
Stanton, agent telegrapher.....	82.50
Hazen, agent telegrapher.....	87.50
Beulah, agent telegrapher.....	87.50
Zap, agent telegrapher.....	82.50
Golden Valley, agent telegrapher.....	82.50
Dodge, agent telegrapher.....	82.50
Halliday, agent telegrapher.....	82.50
Werner, agent telegrapher.....	85.00
Dunn Center, agent telegrapher.....	87.50
Killdeer, agent telegrapher.....	92.50
Telegrapher.....	80.00

YELLOWSTONE DIVISION.

Station and Position.	Rate per Month.
Mandan (A), manager telegrapher.....	\$110.00
Two telegraphers.....	105.00
Other telegraphers.....	100.00
Sweet Briar, agent telegrapher.....	87.50
Second telegrapher.....	87.50
Third telegrapher.....	87.50
Judson, agent telegrapher.....	92.50
New Salem, agent.....	95.00
First telegrapher.....	92.50
Second telegrapher.....	90.00
Third telegrapher.....	90.00
Sims, agent telegrapher.....	90.00
Second telegrapher.....	87.50
Third telegrapher.....	87.50
Almont, agent telegrapher.....	92.50

Station and Position.	Rate per Month.
Curlew, first telegrapher.....	\$ 87.50
Second telegrapher.....	87.50
Third telegrapher.....	87.50
Glenullen, first telegrapher.....	92.50
Second telegrapher.....	92.50
Third telegrapher.....	92.50
Hebron, agent.....	95.00
First telegrapher.....	92.50
Second telegrapher.....	90.00
Third telegrapher.....	90.00
Richardton, agent.....	95.00
First telegrapher.....	92.50
Second telegrapher.....	90.00
Third telegrapher.....	90.00
Taylor, agent telegrapher.....	92.50
Gladstone, agent telegrapher.....	92.50
Second telegrapher.....	87.50
Third telegrapher.....	87.50
Lehigh, agent telegrapher.....	87.50
South Heart, agent telegrapher.....	90.00
Second telegrapher.....	87.50
Third telegrapher.....	87.50
Zenith, agent telegrapher.....	87.50
Belfield, agent.....	95.00
First telegrapher.....	92.50
Second telegrapher.....	90.00
Third telegrapher.....	90.00
Fryburg, agent telegrapher.....	90.00
Second telegrapher.....	87.50
Third telegrapher.....	87.50
Sully Springs, first telegrapher.....	87.50
Second telegrapher.....	87.50
Third telegrapher.....	87.50
Medora, agent telegrapher.....	92.50
Second telegrapher.....	90.00
Third telegrapher.....	90.00
Demores, first telegrapher.....	87.50
Second telegrapher.....	87.50
Third telegrapher.....	87.50
Sentinel Butte, agent.....	95.00
First telegrapher.....	92.50
Second telegrapher.....	90.00
Third telegrapher.....	90.00
Beach, first telegrapher.....	95.00
Second telegrapher.....	95.00
Third telegrapher.....	95.00
Yates, agent telegrapher.....	90.00
Wibaux, agent.....	92.50
First telegrapher.....	92.50
Second telegrapher.....	90.00
Third telegrapher.....	90.00
Hodges, first telegrapher.....	87.50
Second telegrapher.....	87.50
Third telegrapher.....	87.50
Allard, first telegrapher.....	87.50
Second telegrapher.....	87.50
Third telegrapher.....	87.50
Ghendive (GI), manager telegrapher.....	120.00
Two telegraphers.....	110.00
Other telegraphers.....	105.00
Colgate, first telegrapher.....	87.50
Second telegrapher.....	87.50
Third telegrapher.....	87.50
Hoyt, first telegrapher.....	87.50
Second telegrapher.....	87.50
Third telegrapher.....	87.50
Conlin, first telegrapher.....	87.50
Second telegrapher.....	87.50
Third telegrapher.....	87.50
Fallon, agent telegrapher.....	90.00
Second telegrapher.....	87.50
Third telegrapher.....	87.50

Station and Position.	Rate per Month.
Terry, first telegrapher.....	\$ 90.00
Second telegrapher.....	90.00
Third telegrapher.....	90.00
Zero, agent telegrapher.....	90.00
Second telegrapher.....	87.50
Third telegrapher.....	87.50
Tusler, first telegrapher.....	87.50
Second telegrapher.....	87.50
Third telegrapher.....	87.50
†Miles City, first telegrapher.....	92.50
Second telegrapher.....	92.50
Third telegrapher.....	92.50
Horton, first telegrapher.....	87.50
Second telegrapher.....	87.50
Third telegrapher.....	87.50
Hathaway, agent telegrapher.....	90.00
Second telegrapher.....	87.50
Third telegrapher.....	87.50
Rosebud, agent.....	95.00
First telegrapher.....	90.00
Second telegrapher.....	90.00
Third telegrapher.....	90.00
Forsyth (FY), manager telegrapher.....	110.00
Two telegraphers.....	102.50
Other telegraphers.....	100.00
Howard, first telegrapher.....	87.50
Second telegrapher.....	87.50
Third telegrapher.....	87.50
Sanders, agent telegrapher.....	90.00
Second telegrapher.....	87.50
Third telegrapher.....	87.50
Hysham, agent telegrapher.....	92.50
Second telegrapher.....	87.50
Third telegrapher.....	87.50
Myers, agent telegrapher.....	87.50
Big Horn, agent telegrapher.....	87.50
Second telegrapher.....	87.50
Third telegrapher.....	87.50
Custer, agent.....	92.50
First telegrapher.....	90.00
Second telegrapher.....	90.00
Third telegrapher.....	90.00
Waco, first telegrapher.....	87.50
Second telegrapher.....	87.50
Third telegrapher.....	87.50
Pompey's Pillar, agent telegrapher.....	90.00
Second telegrapher.....	87.50
Third telegrapher.....	87.50
Worden, agent telegrapher.....	90.00
Second telegrapher.....	87.50
Third telegrapher.....	87.50
Huntley, agent.....	100.00
First telegrapher.....	95.00
Second telegrapher.....	95.00
Third telegrapher.....	95.00
Stipek, agent telegrapher.....	87.50
Intake, agent telegrapher.....	87.50
Savage agent telegrapher.....	92.50
Sidney, first telegrapher.....	92.50
Second telegrapher.....	92.50
Golva, agent telegrapher.....	87.50
Carlyle, agent telegrapher.....	87.50
Ollie, agent telegrapher.....	87.50

MONTANA DIVISION.

Station and Position.	Rate per Month.
Billings Passenger Depot, first teleg..	\$ 95.00
Second telegrapher.....	95.00
Third telegrapher.....	95.00

†At Miles City when telegraphers are also ticket clerks the rate will be \$10.00 above rate shown.

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Billings (BG), manager telegrapher.....	\$132.50	Townsend, agent.....	\$ 85.00
Second telegrapher.....	110.00	First telegrapher.....	92.50
Third telegrapher.....	107.50	Second telegrapher.....	92.50
Other telegraphers.....	105.00	Third telegrapher.....	92.50
Mossmain, agent telegrapher T. man.....	95.00	Winston, agent telegrapher.....	90.00
Second telegrapher T. man.....	92.50	Second telegrapher.....	87.50
Third telegrapher T. man.....	92.50	Third telegrapher.....	87.50
Laurel Yard (KD), manager teleg.....	105.00	Louisville, agent telegrapher.....	87.50
Other telegraphers.....	102.50	East Helena, agent.....	100.00
Laurel (AU), first telegrapher.....	95.00	First telegrapher.....	90.00
Second telegrapher.....	90.00	Second telegrapher.....	87.50
Third telegrapher.....	90.00	Third telegrapher.....	87.50
Park City, agent telegrapher.....	90.00	Three Forks, agent telegrapher.....	92.50
Second telegrapher.....	87.50	Second telegrapher.....	87.50
Third telegrapher.....	87.50	Willow Creek, agent telegrapher.....	90.00
Rapids, first telegrapher.....	87.50	Sappington, agent telegrapher.....	90.00
Second telegrapher.....	87.50	Second telegrapher.....	87.50
Third telegrapher.....	87.50	Third telegrapher.....	87.50
Columbus, first telegrapher.....	92.50	Cardwell, agent telegrapher.....	90.00
Second telegrapher.....	92.50	Whitehall, agent.....	97.50
Third telegrapher.....	92.50	First telegrapher.....	97.50
Merrill, first telegrapher.....	87.50	Second telegrapher.....	92.50
Second telegrapher.....	87.50	Third telegrapher.....	92.50
Third telegrapher.....	87.50	Spire Rock, first telegrapher.....	87.50
Reed Point, agent telegrapher.....	90.00	Second telegrapher.....	87.50
Second telegrapher.....	87.50	Third telegrapher.....	87.50
Third telegrapher.....	87.50	Homestake, agent telegrapher.....	87.50
Grey Cliff, agent telegrapher.....	90.00	Second telegrapher.....	87.50
Second telegrapher.....	87.50	Third telegrapher.....	87.50
Third telegrapher.....	87.50	MU Transfer, first telegrapher.....	97.50
Big Timber, first telegrapher.....	92.50	Second telegrapher.....	92.50
Second telegrapher.....	92.50	Third telegrapher.....	92.50
Third telegrapher.....	92.50	Butte (W), first telegrapher.....	105.00
Springdale, agent telegrapher.....	90.00	Second telegrapher.....	100.00
Second telegrapher.....	87.50	Third telegrapher.....	100.00
Third telegrapher.....	87.50	Silesia, agent telegrapher.....	90.00
Mission, first telegrapher.....	87.50	Second telegrapher.....	87.50
Second telegrapher.....	87.50	Third telegrapher.....	87.50
Third telegrapher.....	87.50	Joliet, agent telegrapher.....	92.50
Livingston (VS), manager telegrapher.....	135.00	Roberts, agent telegrapher.....	90.00
Second telegrapher.....	110.00	Red Lodge, first telegrapher.....	87.50
Third telegrapher.....	107.50	Second telegrapher.....	87.50
Other telegraphers.....	105.00	Third telegrapher.....	87.50
Muir, first telegrapher.....	90.00	Edgar, agent telegrapher.....	87.50
Second telegrapher.....	90.00	Fromberg, agent telegrapher.....	92.50
Third telegrapher.....	90.00	Second telegrapher.....	87.50
West End, first telegrapher.....	90.00	Third telegrapher.....	87.50
Second telegrapher.....	90.00	Bridge, telegrapher.....	90.00
Third telegrapher.....	90.00	Clyde Park, agent telegrapher.....	90.00
Chestnut, agent telegrapher.....	90.00	Wilsall, agent telegrapher.....	90.00
Bozeman, first telegrapher.....	95.00	Emigrant, agent telegrapher.....	87.50
Second telegrapher.....	95.00	Gardiner, agent.....	82.50
Third telegrapher.....	95.00	Telegrapher.....	87.50
Belgrade, agent telegrapher.....	97.50	Norris, agent telegrapher.....	90.00
Second telegrapher.....	90.00	Harrison, agent telegrapher.....	87.50
Third telegrapher.....	90.00	Pony, agent telegrapher.....	87.50
Manhattan, agent.....	97.50	Waterloo, agent telegrapher.....	87.50
First telegrapher.....	90.00	Twin Bridges, agent telegrapher.....	90.00
Second telegrapher.....	90.00	Sheridan, agent telegrapher.....	90.00
Third telegrapher.....	90.00	Alder, agent telegrapher.....	90.00
Logan, first telegrapher.....	100.00		
Second telegrapher.....	100.00		
Third telegrapher.....	100.00		
Trident, agent telegrapher.....	100.00		
Second telegrapher.....	87.50		
Third telegrapher.....	87.50		
Lombard, agent telegrapher.....	90.00		
Second telegrapher.....	87.50		
Third telegrapher.....	87.50		
Toston, agent telegrapher.....	95.00		
Second telegrapher.....	87.50		
Third telegrapher.....	87.50		

ROCKY MOUNTAIN DIVISION.

Station and Position.	Rate per Month.
Helena Yard, first telegrapher.....	\$102.50
Second telegrapher.....	102.50
Third telegrapher.....	102.50
G. N. Crossing, first teleg. T. man.....	92.50
Second telegrapher T. man.....	92.50
Third telegrapher T. man.....	92.50
Birdseye, first telegrapher.....	87.50
Second telegrapher.....	87.50
Third telegrapher.....	87.50

Station and Position.	Rate per Month.
Austin, agent telegrapher.....	\$ 87.50
Second telegrapher.....	87.50
Third telegrapher.....	87.50
Weed, telegrapher.....	87.50
Skyline, first telegrapher.....	90.00
Second telegrapher.....	90.00
Third telegrapher.....	90.00
Blossburg, agent telegrapher.....	95.00
Second telegrapher.....	92.50
Third telegrapher.....	92.50
Elliston, agent telegrapher.....	92.50
Second telegrapher.....	87.50
Third telegrapher.....	87.50
Avan, agent telegrapher.....	95.00
Second telegrapher.....	87.50
Garrison, first telegrapher.....	97.50
Second telegrapher.....	97.50
Third telegrapher.....	97.50
Gold Creek, agent telegrapher.....	90.00
Drummond, agent.....	92.50
First telegrapher.....	97.50
Second telegrapher.....	97.50
Third telegrapher.....	95.00
Bearmouth, agent telegrapher.....	92.50
Clinton, agent telegrapher.....	90.00
Bonner, agent telegrapher.....	95.00
Missoula (MD), manager telegrapher.....	120.00
Second telegrapher.....	110.00
Third telegrapher.....	110.00
Other telegraphers.....	105.00
(MA), first telegrapher.....	97.50
Second telegrapher.....	97.50
Third telegrapher.....	97.50
DeSmet, agent telegrapher.....	95.00
Second telegrapher.....	95.00
Third telegrapher.....	95.00
Frenchtown, agent telegrapher.....	90.00
Lothrop, agent telegrapher.....	90.00
Second telegrapher.....	87.50
Third telegrapher.....	87.50
Rivulet, agent telegrapher.....	90.00
Second telegrapher.....	87.50
Third telegrapher.....	87.50
Iron Mountain, agent telegrapher.....	95.00
Second telegrapher.....	87.50
St. Regis, agent telegrapher.....	97.50
Second telegrapher.....	92.50
Third telegrapher.....	92.50
DeBorgia, agent telegrapher.....	90.00
Saltese, agent telegrapher.....	90.00
Lookout, telegrapher.....	87.50
Larson, agent telegrapher.....	90.00
Mullan, agent.....	97.50
Telegrapher.....	97.50
Wallace, telegrapher.....	102.50
Burke, agent telegrapher.....	97.50
Lo Lo, agent telegrapher.....	87.50
Florence, agent telegrapher.....	87.50
Stevensville, telegrapher.....	92.50
Victor, agent telegrapher.....	87.50
Woodside, agent telegrapher.....	87.50
Hamilton, telegrapher.....	95.00
Darby, agent telegrapher.....	90.00
Hall, agent telegrapher.....	87.50
Phillipsburg, agent telegrapher.....	95.00
Marysville, agent telegrapher.....	90.00
Silver Bow, agent.....	110.00
First telegrapher.....	97.50
Second telegrapher.....	97.50
Third telegrapher.....	97.50
Stuart, agent telegrapher.....	87.50
Warm Springs, agent telegrapher.....	90.00
Deer Lodge, first telegrapher.....	92.50
Second telegrapher.....	97.50

Station and Position.	Rate per Month.
Evano, agent telegrapher.....	\$ 90.00
Second telegrapher.....	87.50
Arlee, agent telegrapher.....	92.50
Second telegrapher.....	87.50
Third telegrapher.....	87.50
Ravalli, agent.....	87.50
First telegrapher.....	92.50
Second telegrapher.....	92.50
Dixon, agent telegrapher.....	95.00
Perma, agent telegrapher.....	95.00
Ronan, agent telegrapher.....	90.00
Polson, agent telegrapher.....	95.00

IDAHO DIVISION.

Station and Position.	Rate per Month.
Paradise (PD), manager telegrapher.....	\$105.00
Second telegrapher.....	100.00
Third telegrapher.....	100.00
Plains, agent.....	95.00
First telegrapher.....	92.50
Second telegrapher.....	90.00
Third telegrapher.....	90.00
Eddy, first telegrapher.....	87.50
Second telegrapher.....	87.50
Third telegrapher.....	87.50
Thompson Falls, agent.....	87.50
Telegrapher.....	90.00
Kildee, first telegrapher.....	87.50
Second telegrapher.....	87.50
Third telegrapher.....	87.50
Trout Creek, agent telegrapher.....	92.50
Second telegrapher.....	90.00
Third telegrapher.....	90.00
Noxon, agent telegrapher.....	92.50
Second telegrapher.....	90.00
Third telegrapher.....	90.00
Heron, agent telegrapher.....	92.50
Second telegrapher.....	87.50
Third telegrapher.....	87.50
Cabinet, agent telegrapher.....	90.00
Second telegrapher.....	87.50
Third telegrapher.....	87.50
Clark's Fork, agent telegrapher.....	92.50
Hope, agent.....	92.50
First telegrapher.....	90.00
Second telegrapher.....	90.00
Third telegrapher.....	90.00
Kootenai, agent telegrapher.....	100.00
Yard, first telegrapher.....	100.00
Second telegrapher.....	97.50
Third telegrapher.....	97.50
Sand Point, telegrapher.....	97.50
Cocolalla, agent telegrapher.....	90.00
Second telegrapher.....	87.50
Third telegrapher.....	87.50
Granite, agent telegrapher.....	90.00
Athol, agent telegrapher.....	90.00
Ramsey, agent telegrapher.....	87.50
Second telegrapher.....	87.50
Third telegrapher.....	87.50
Rathdrum, agent telegrapher.....	100.00
Second telegrapher.....	92.50
Third telegrapher.....	92.50
Hauser, agent telegrapher.....	90.00
Velox, first telegrapher.....	87.50
Second telegrapher.....	87.50
Third telegrapher.....	87.50
Irvin, agent telegrapher.....	90.00
Yardley, first telegrapher.....	100.00
Second telegrapher.....	97.50
Third telegrapher.....	97.50
Spokane (CS), telegrapher.....	97.50

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Marshall Tower, first teleg. T. man....	\$ 97.50	Connell, agent.....	\$ 87.50
Second telegrapher T. man.....	97.50	First telegrapher.....	90.00
Third telegrapher T. man.....	97.50	Second telegrapher.....	90.00
Marshall, agent.....	90.00	Third telegrapher.....	90.00
Cheney, first telegrapher.....	92.50	Mesa, agent telegrapher.....	90.00
Second telegrapher.....	92.50	Vale, telegrapher.....	87.50
Third telegrapher.....	92.50	Eltopia, agent telegrapher.....	90.00
Spangle, agent telegrapher.....	87.50	Glade, first telegrapher.....	87.50
Plaza, agent telegrapher.....	87.50	Second telegrapher.....	87.50
Rosalia, agent telegrapher.....	92.50	Third telegrapher.....	87.50
Oakesdale, agent telegrapher.....	92.50	Pasco Yard, first telegrapher.....	100.00
Belmont, agent telegrapher.....	87.50	Second telegrapher.....	100.00
Garfield, agent telegrapher.....	95.00	Third telegrapher.....	100.00
Palouse, telegrapher.....	87.50	Pasco (PA), manager telegrapher.....	120.00
Pullman, first telegrapher.....	87.50	Second telegrapher.....	107.50
Second telegrapher.....	87.50	Third telegrapher.....	107.50
Moscow, telegrapher.....	87.50	Other telegraphers.....	105.00
Troy, agent telegrapher.....	90.00	(CS), telegrapher.....	100.00
Kendrick, agent telegrapher.....	90.00	Kennewick, first telegrapher.....	92.50
Juliaetta, agent telegrapher.....	90.00	Second telegrapher.....	92.50
Farmington, agent telegrapher.....	90.00	Third telegrapher.....	92.50
Johnson, agent telegrapher.....	87.50	Vista, first telegrapher.....	87.50
Colton, agent telegrapher.....	87.50	Second telegrapher.....	87.50
Uniontown, agent telegrapher.....	90.00	Third telegrapher.....	87.50
Genesee, agent telegrapher.....	92.50	Badger, first telegrapher.....	87.50
Lenore, agent telegrapher.....	87.50	Second telegrapher.....	87.50
Peck, agent telegrapher.....	87.50	Third telegrapher.....	87.50
Oro Fino, agent telegrapher.....	92.50	Kiona, agent telegrapher.....	90.00
Greer, agent telegrapher.....	87.50	Second telegrapher.....	87.50
Kamiah, agent telegrapher.....	92.50	Third telegrapher.....	87.50
Kooskia, agent telegrapher.....	87.50	Gibbon, first telegrapher.....	87.50
Stites, agent telegrapher.....	95.00	Second telegrapher.....	87.50
Medical Lake, agent telegrapher.....	87.50	Third telegrapher.....	87.50
Reardon, agent telegrapher.....	95.00	Prosser, first telegrapher.....	92.50
Davenport, agent telegrapher.....	90.00	Second telegrapher.....	92.50
Creston, agent telegrapher.....	95.00	Third telegrapher.....	92.50
Wilbur, agent telegrapher.....	100.00	Mabton, agent.....	90.00
Telegrapher.....	90.00	First telegrapher.....	87.50
Almira, agent telegrapher.....	95.00	Second telegrapher.....	87.50
Hartline, agent telegrapher.....	92.50	Third telegrapher.....	87.50
Coulee City, agent telegrapher.....	97.50	Satus, agent telegrapher.....	87.50
Telegrapher.....	90.00	Toppenish, first telegrapher.....	100.00
Post Falls, agent telegrapher.....	87.50	Second telegrapher.....	95.00
Coeur d'Alene, agent telegrapher.....	87.50	Third telegrapher.....	95.00
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PASCO DIVISION.			
Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Tyler, agent telegrapher.....	*\$ 87.50	Parker, agent telegrapher.....	90.00
Fishtrap, agent telegrapher.....	87.50	Second telegrapher.....	87.50
Second telegrapher.....	87.50	Third telegrapher.....	87.50
Sprague, agent.....	87.50	Yakima, first telegrapher.....	95.00
First telegrapher.....	92.50	Second telegrapher.....	95.00
Second telegrapher.....	92.50	Third telegrapher.....	95.00
Third telegrapher.....	90.00	Selah, telegrapher.....	90.00
Keystone, agent telegrapher.....	87.50	Pomona, agent telegrapher.....	87.50
Tokio, telegrapher.....	87.50	Second telegrapher.....	87.50
Ritzville, first telegrapher.....	95.00	Third telegrapher.....	87.50
Second telegrapher.....	95.00	Wymer, first telegrapher.....	87.50
Third telegrapher.....	92.50	Second telegrapher.....	87.50
Paha, agent telegrapher.....	87.50	Third telegrapher.....	87.50
Lind, first telegrapher.....	90.00	Thrall, agent telegrapher.....	87.50
Second telegrapher.....	90.00	Second telegrapher.....	87.50
Third telegrapher.....	90.00	Third telegrapher.....	87.50
Providence, first telegrapher.....	87.50	Wheeler, agent telegrapher.....	87.50
Second telegrapher.....	87.50	Schrag, agent telegrapher.....	87.50
Third telegrapher.....	87.50	Attalia, agent telegrapher.....	87.50
Cunningham, agent telegrapher.....	90.00	Second telegrapher.....	87.50
Second telegrapher.....	87.50	Eureka, agent telegrapher.....	92.50
Third telegrapher.....	87.50	Lamar, agent.....	87.50
Hatton, agent telegrapher.....	90.00	Walla Walla, first telegrapher.....	92.50
		Second telegrapher.....	92.50
		Dixie, agent telegrapher.....	87.50
		Waitsburg, agent telegrapher.....	90.00
		Dayton, agent telegrapher.....	112.50
		Second telegrapher.....	87.50

Station and Position.	Rate per Month.
Athena, agent telegrapher.....	\$ 87.50
Helix, agent telegrapher.....	90.00
Pendleton, frt. off., telegrapher. .	102.50
Zillfah, agent telegrapher.....	90.00
Buena, agent telegrapher.....	90.00
Granger, agent telegrapher.....	90.00
Second telegrapher.....	87.50
Third telegrapher.....	87.50
Outlook, agent telegrapher.....	87.50
Sunnyside, telegrapher.....	87.50
Grandview, telegrapher.....	87.50
Naches, agent telegrapher.....	87.50

SEATTLE DIVISION.

Station and Position.	Rate per Month.
Ellensburg (EB), manager teleg.....	\$105.00
Second telegrapher.....	100.00
Third telegrapher.....	100.00
Thorp, agent telegrapher.....	90.00
Second telegrapher.....	82.50
Third telegrapher.....	82.50
Cle Elum, first telegrapher.....	92.50
Second telegrapher.....	92.50
Third telegrapher.....	92.50
Easton, agent.....	90.00
First telegrapher.....	92.50
Second telegrapher.....	92.50
Third telegrapher.....	92.50
\$Martin, first telegrapher.....	82.50
Second telegrapher.....	82.50
Third telegrapher.....	82.50
\$Stampede, first telegrapher.....	82.50
Second telegrapher.....	82.50
Third telegrapher.....	82.50
Kennedy, first telegrapher.....	82.50
Second telegrapher.....	82.50
Third telegrapher.....	82.50
Lester, agent.....	87.50
First telegrapher.....	92.50
Second telegrapher.....	92.50
Third telegrapher.....	92.50
Eagle Gorge, agent telegrapher.....	87.50
Second telegrapher.....	82.50
Third telegrapher.....	82.50
Palmer Jct., telegrapher.....	82.50
Kanaskat, agent.....	90.00
First telegrapher.....	87.50
Second telegrapher.....	87.50
Third telegrapher.....	87.50
Ravensdale, agent telegrapher.....	85.00
Second telegrapher.....	82.50
Third telegrapher.....	82.50
†East Auburn, first telegrapher.....	87.50
Second telegrapher.....	87.50
†Auburn Yard, first telegrapher.....	92.50
Second telegrapher.....	92.50
Third telegrapher.....	92.50
†Puyallup, first telegrapher.....	90.00
Second telegrapher.....	87.50
Third telegrapher.....	87.50
†Sumner, telegrapher.....	85.00
†Auburn Depot, first telegrapher.....	92.50
Second telegrapher.....	92.50
Third telegrapher.....	92.50
†Kent, telegrapher.....	85.00
†Black River, agent telegrapher.....	85.00
Second telegrapher.....	82.50

Station and Position.	Rate per Month.
†Seattle:	
Spokane Ave., first teleg. T. man.....	\$ 92.50
Second telegrapher T. man.....	92.50
Third telegrapher T. man.....	92.50
(CF), manager telegrapher.....	110.00
Other telegraphers.....	105.00
(CS), telegrapher.....	95.00
†Fremont, telegrapher.....	85.00
†University, telegrapher.....	82.50
Bothel, agent telegrapher.....	87.50
Woodinville, agent telegrapher.....	90.00
Second telegrapher.....	85.00
Third telegrapher.....	85.00
Maltby, agent telegrapher.....	85.00
Snohomish, first telegrapher.....	92.50
Second telegrapher.....	90.00
Machias, agent telegrapher.....	87.50
Hartford, agent telegrapher.....	92.50
Second telegrapher.....	82.50
Arlington, first telegrapher.....	92.50
Second telegrapher.....	90.00
Third telegrapher.....	90.00
Bryant, agent telegrapher.....	85.00
McMurray, agent telegrapher.....	90.00
Big Lake, agent telegrapher.....	90.00
Clear Lake, agent telegrapher.....	90.00
Sedro Woolley, first telegrapher.....	92.50
Second telegrapher.....	90.00
Third telegrapher.....	90.00
Wickersham, agent telegrapher.....	90.00
Second telegrapher.....	82.50
Acme, agent telegrapher.....	85.00
Deming, agent telegrapher.....	82.50
Nooksack, agent telegrapher.....	82.50
Sumas, telegrapher.....	90.00
Roslyn, telegrapher.....	87.50
Renton, agent telegrapher.....	100.00
Wilburton, agent telegrapher.....	85.00
Redmond, agent telegrapher.....	87.50
Issaquah, agent telegrapher.....	87.50
Preston, agent telegrapher.....	85.00
Snoqualmie, agent telegrapher.....	85.00
North Bend, agent telegrapher.....	85.00
Lowell, first telegrapher.....	82.50
Second telegrapher.....	82.50
Third telegrapher.....	82.50
Everett, first telegrapher.....	92.50
Second telegrapher.....	92.50
Third telegrapher.....	92.50
Oso, agent telegrapher.....	82.50
Darrington, agent telegrapher.....	87.50
Bellingham, telegrapher.....	90.00

TACOMA DIVISION.

Station and Position.	Rate per Month.
†Reservation, first telegrapher.....	\$ 90.00
Second telegrapher.....	90.00
Third telegrapher.....	90.00
Tacoma (WR), manager telegrapher.....	110.00
Other telegraphers.....	105.00
†Stadium, first telegrapher.....	87.50
Second telegrapher.....	87.50
Third telegrapher.....	87.50
†McCarver St., first telegrapher.....	87.50
Second telegrapher.....	85.00
Third telegrapher.....	85.00

\$ Where telegraphers are also required to handle tunnel rescue apparatus, the rate will be \$10.00 above rate shown.

† Puget Sound Division.

Station and Position.	Rate per Month.
Sixth Ave., agent telegrapher.....	\$ 90.00
Second telegrapher.....	85.00
Third telegrapher.....	85.00
Stellacoom, agent telegrapher.....	90.00
Second telegrapher.....	85.00
Third telegrapher.....	85.00
Niequally, agent.....	87.50
First telegrapher.....	87.50
Second telegrapher.....	87.50
Third telegrapher.....	87.50
St. Clair, agent telegrapher.....	90.00
Second telegrapher.....	85.00
Third telegrapher.....	85.00
Chambers Prairie, agent telegrapher.....	90.00
Second telegrapher.....	85.00
Third telegrapher.....	85.00
Tenino, first telegrapher.....	85.00
Second telegrapher.....	85.00
Third telegrapher.....	85.00
Bucoda, agent telegrapher.....	87.50
Centralia, first telegrapher.....	97.50
Second telegrapher.....	97.50
Third telegrapher.....	97.50
Chehalis, telegrapher.....	85.00
Napavine, first telegrapher.....	87.50
Second telegrapher.....	85.00
Winlock, telegrapher.....	87.50
Vader, first telegrapher.....	87.50
Second telegrapher.....	85.00
Third telegrapher.....	85.00
Castle Rock, telegrapher.....	87.50
Kelso, telegrapher.....	87.50
Kalama, first telegrapher.....	87.50
Second telegrapher.....	85.00
Third telegrapher.....	85.00
Woodland, telegrapher.....	87.50
Ridgefield, agent telegrapher.....	87.50
Vancouver Jct., telegrapher.....	85.00
†Tacoma, 15th St. Tower:	
First telegrapher T. man.....	87.50
Second telegrapher T. man.....	87.50
Third telegrapher T. man.....	87.50
†South Tacoma, first telegrapher.....	87.50
Second telegrapher.....	87.50
Third telegrapher.....	85.00
Lakeview, agent telegrapher.....	87.50
Second telegrapher.....	87.50
Third telegrapher.....	85.00
Roy, agent telegrapher.....	85.00
Yelm, agent telegrapher.....	85.00
Rainier, agent telegrapher.....	85.00
West Tenino, telegrapher.....	87.50
Enumclaw, agent telegrapher.....	87.50
Buckley, agent telegrapher.....	87.50
South Prairie, agent.....	87.50
Telegrapher.....	85.00
Orting, agent telegrapher.....	87.50
Burnett, agent telegrapher.....	87.50
Wilkeson, agent telegrapher.....	90.00
Carbonado, agent telegrapher.....	85.00
Fairfax, agent telegrapher.....	85.00
Murray, agent telegrapher.....	87.50
Second telegrapher.....	85.00
Third telegrapher.....	85.00
American Lake, first telegrapher.....	87.50
Second telegrapher.....	87.50
Third telegrapher.....	87.50
Olympia, first telegrapher.....	92.50
Second telegrapher.....	92.50
Little Rock, agent telegrapher.....	85.00
Gate, agent telegrapher.....	90.00
Second telegrapher.....	85.00
Third telegrapher.....	85.00

Station and Position.	Rate per Month.
Oakville, agent telegrapher.....	\$ 85.00
Second telegrapher.....	85.00
Malone, agent telegrapher.....	85.00
Elma, first telegrapher.....	90.00
Second telegrapher.....	90.00
Third telegrapher.....	87.50
Satsop, agent telegrapher.....	85.00
Montesano, first telegrapher.....	85.00
Second telegrapher.....	85.00
Third telegrapher.....	85.00
Aberdeen Jct., first telegrapher.....	85.00
Second telegrapher.....	85.00
\$Hoquiam, first telegrapher.....	90.00
Second telegrapher.....	87.50
Third telegrapher.....	87.50
Carlisle, agent telegrapher.....	85.00
Moclips, agent telegrapher.....	85.00
Cosmopolis, agent telegrapher.....	95.00
Rochester, agent telegrapher.....	85.00
Littell, agent telegrapher.....	85.00
Adna, agent telegrapher.....	85.00
Dryad, agent telegrapher.....	85.00
Doty, agent telegrapher.....	85.00
Pe Ell, agent telegrapher.....	87.50
Frances, agent telegrapher.....	87.50
Lebam, agent telegrapher.....	87.50
Raymond, telegrapher.....	92.50
South Bend, telegrapher.....	92.50
Battle Ground, agent telegrapher.....	87.50
Yacolt, agent telegrapher.....	87.50

§ At Hoquiam, when telegraphers are also ticket clerks, the rate will be \$5.00 above rate shown.

† Puget Sound Division.

For the Company:

M. H. CLAPP,
Supt. of Telegraph.

Approved:

J. M. RAPELJE,
Gen. Mgr., Lines East of Paradise.
E. C. BLANCHARD,
Gen. Mgr., Lines West of Paradise.

For the Telegraphers:

SAM JOHNSON,
General Chairman.
B. E. NASON,
Secretary.

SCHEDULE RULINGS IN CONNECTION WITH THE DIFFERENT RULES.

RULE 2-a.

Telegraphers' seniority will date from the time they actually begin to work; that is, from the time they begin to draw pay on their respective divisions, except that should there be two or more telegraphers employed on the same day, their respective seniority rights will be decided at the time by the chief dispatcher, based on the circumstances in connection with their employment, and the telegraphers concerned advised.

RULE 2-b.

In case where a telegrapher is assigned to other duties temporarily, or is granted a leave of absence, the position thus left will not be considered vacant and will not

be bulletined, but will continue to belong to the regular telegrapher during his temporary assignment or leave of absence and his position will be filled from the extra list. In such cases there will be no objection to advancing temporarily the other telegraphers at that office. For example, the first trick telegrapher at Allard is needed temporarily as a dispatcher or an exclusive agent, or he is granted a leave of absence; in either case the first trick at Allard will not be considered vacant, but the second trick telegrapher may, at the discretion of the chief dispatcher, be advanced to the first trick, the third trick advanced to the second trick and the extra telegrapher required to work the third trick until the regular telegrapher returns. Telegraphers returning from temporary assignments or leaves of absence will resume their regular positions. Unless telegraphers who are temporarily promoted to positions outside of the schedule return to their former positions within six (6) months, and those who are granted leaves of absence return within three (3) months, as provided in the rules, their positions will be considered vacant and will be bulletined in the regular manner.

RULE 2-f-1.

When issuing bulletins, they will be numbered consecutively, commencing with No. 1 on the first of each year, and each bulletin will state the assignment that was made on the previous bulletin. For example:

Bulletin No. 1.

There is a vacancy in the position of third trick telegrapher at Allard. Telegraphers desiring this position will make application in writing to this office within seven (7) days.

(Chief Dispatcher.)

Bulletin No. 2.

There is a vacancy in the position of third trick telegrapher at Terry. Telegraphers desiring this position will make application in writing to this office within seven (7) days.

Bulletin No. 1, third trick at Allard, assigned to J. C. Smith.

(Chief Dispatcher.)

RULE 2-f-1 AND k.

When telegraph offices are opened temporarily, due to the opening of gravel pits, ice fields, temporary increase in business, or other causes, the provisions in the rules will not apply, unless such offices are maintained for a period of more than three (3) months, when the positions will be bulletined.

RULE 2-f-2.

In the offices listed in Rule 2, clause (e), the hours will be specified for all tricks, the tricks numbered, and, if any changes are made in the hours of the tricks, the positions so changed will be considered closed and the new assignments will be considered new positions and will be bulletined only in the office where such changes occur. Telegraphers whose hours are changed, or positions discontinued, will have the right

to exercise their seniority only in the office where located and only the youngest man, when displaced, will have the right to exercise his seniority in an office other than the one in which he is located. It is understood that should any telegrapher be displaced through the operation of the seniority rights of a telegrapher from another relay office, the telegrapher displaced, or other telegraphers that may be displaced, will have the right to exercise their seniority rights in any relay office.

RULE 2-f-6 AND 7.

Telegraphers, except in relay offices, who have been promoted to positions outside the schedule or who are granted leaves of absence must leave their addresses with the chief, dispatcher, and the chief dispatcher will, as far as possible, forward bulletins to telegraphers who are away, and such telegraphers will exercise their rights if they so desire, the same as if they were in regular service. Telegraphers in relay offices who have been promoted to positions outside the schedule, or who are granted leaves of absence, will leave their addresses with both the manager of the office in which they are employed and the superintendent of telegraph. In cases, however, where the telegraphers cannot be reached, this will not prevent them from exercising their rights after they return to service.

RULE 5.

1. Telegraphers in main line terminal yards will not be required to weigh cars, except that in emergencies such duties may be required of telegraphers temporarily.

2. Telegraphers in main line terminal yards will not be required to card cars, look after ice boxes and heaters in refrigerator cars and check yards.

RULE 7-a.

In case the arriving time of a train as shown on the time card is within the first twenty-nine (29) minutes after the telegrapher's regular assigned hours, the telegrapher will be paid overtime if he is required to meet the train. In case a train is scheduled to arrive within the telegrapher's assigned hours and is late, overtime will be paid as provided in the rules, less than thirty (30) minutes being neglected and thirty (30) minutes and less than one hour being considered an hour.

RULE 8-b.

It is understood that in no case will telegraphers be allowed to waive the one dollar (\$1.00) per day extra when entitled to this extra compensation.

RULE 9.

When offices are closed and positions discontinued, the company will pay for the time lost in making the transfers necessary on account of the telegraphers exercising their seniority rights and electing to take positions held by telegraphers their juniors in service. This ruling will apply to all telegraphers affected by the discontinuance of a position. Any transfers made for the accommodation of the telegraphers will, according to the present rule, be made without expense to the company.

Miscellaneous Rulings.

1. In every instance dispatchers will endeavor to plan train movements to enable them to issue orders to train crews at open telegraph offices. Trainmen will not be required to take orders over the telephone except in case of necessity to avoid unreasonable delay that could not be anticipated by dispatcher. Where telegraphers are on duty any portion of the day or night, train and engine men will be required to call such telegraphers, if available, for emergency service.

2. It is understood that the company agrees to withhold its consent to the practice of trading of tricks except temporarily in cases of emergencies.

3. Where the handling of United States mail becomes burdensome to a telegrapher, he may take the matter up with the proper official and a prompt investigation will be held at that station; at which the telegrapher may have a co-employee of his choice present, and if the complaint is well founded relief will be afforded.

Northwestern Pacific Railroad Company

(EFFECTIVE JANUARY 1, 1915.)

The following rules, regulations and rates of pay will be applicable to the positions in station service specified in attached schedule, Article XXI.

ARTICLE I.**Additional Positions.**

Section 1. When new offices are established or additional positions created, compensation will be in conformity with positions of the same class on the division in which located.

ARTICLE II.**Promotion.**

Section 1. All men filling positions in schedule attached will be regarded as in line for promotion, advancement depending upon faithful discharge of duty and capacity for increased responsibility. When merit and ability are satisfactory, seniority will govern preference. (See Note.)

Sec. 2. Should vacancy occur in a position of minor importance at a station, bid for same by a competent employee in a lower grade of service at such point may be given preference.

Note.—Agencies at station marked with a star (*) in schedule attached require special qualifications, possession of which must govern selection, rather than seniority, although latter will be given due consideration.

ARTICLE III.**Seniority.**

Section 1. Position on seniority list will date from last time of entering service, and extend over division where employed. Seniority lists will be revised January and July of each year, and copy thereof furnished by superintendent on request of any agent.

ARTICLE IV.**Bulletining Vacancies.**

Section 1. Should positions outlined in Article XXI become vacant, or should similar positions be created, if such positions remain vacant or are to be maintained for a period of thirty (30) days or more, they may be temporarily filled at discretion of the company, but such vacancies must be bulletined at all offices on the division within ten (10) days. Applications must be filed within ten (10) days thereafter, and permanent assignment will be made within thirty (30) days from date of bulletin.

ARTICLE V.**Hours of Service.**

Section 1. Hours of work for men in station service handling train orders and coming under the provisions of the Federal Law will be arranged to conform therewith.

Sec. 2. At stations where only one such man is employed, eleven (11) hours' actual service within a period of thirteen (13) consecutive hours will constitute a day's work.

Sec. 3. At stations which are operated thirteen (13) consecutive hours or less, and at which two men handling train orders are employed during the same period, twelve (12) consecutive hours, including meal hour, will constitute a day's work for such men.

Sec. 4. At stations operated more than thirteen (13) consecutive hours, where two or more men handling train orders are employed in consecutive periods of duty, ten (10) hours, including meal hour, will constitute a day's work for such men.

Sec. 5. At all stations, for men whose service does not come under the provisions of the Federal Law, eleven (11) hours' actual service within a period of thirteen (13) consecutive hours will be considered a maximum day's work.

Sec. 6. Should men specified above be required to remain on duty in excess of the hours prescribed, they will receive overtime as hereinafter provided. Hours stated are maximum, and when service will permit, will be shortened.

ARTICLE VI.**Overtime.**

Section 1. Overtime will be paid on basis per hour of one three-hundredths of monthly wage, with a minimum of twenty-five (25) cents per hour. In computing overtime, less than thirty (30) minutes will not be counted. Thirty (30) minutes and less than one hour, will be counted one hour.

Sec. 2. If an agent or assistant handling train orders is called after office hours, fifty (50) cents will be paid for each call, this to cover payment for the first hour's service, after which overtime will be paid for as above.

Sec. 3. Men in station service whose hours are not fixed by the Federal Law will be paid overtime as above after twelve (12) hours only when such extra service is ordered by superintendent, or his authorized representative.

Sec. 4. Men in station service whose duties include handling train orders

to remain on duty after their regular assigned hours, will be given authority by the dispatcher for overtime resulting therefrom.

Sec. 5. When overtime is authorized as per sections 3 or 4, overtime ticket must be mailed to the superintendent within twenty-four (24) hours after the service has been performed.

ARTICLE VII.

Meal Hour.

Section 1. At one man stations handling train orders, dispatcher will endeavor to allow meal hour between the fourth and sixth hour after going on duty. If, owing to emergency, such men are not allowed such meal period, they will receive one hour overtime in lieu thereof, and given thirty (30) minutes to eat.

Sec. 2. At stations where more than one man is employed, agent will be expected to arrange the meal periods so that each man will have ample time for same, different periods to be assigned so that station will not be closed.

ARTICLE VIII.

Sunday and Holiday Work.

Section 1. Office hours on Sundays and holidays will be arranged to allow employes as much time off as the service will permit. This article will be liberally interpreted by the company.

ARTICLE IX.

Attending Court.

Section 1. Men in station service attending court or detailed on other business for the company will be allowed regular salary and necessary expenses while away from their home station, expenses incurred in connection with service at court to be certified by the company's legal representative.

ARTICLE X.

Emergency Service.

Section 1. Men in station service handling train orders or messages at wrecks, washouts, or in similar emergencies will be allowed regular pay and their legitimate expenses while away from home station.

ARTICLE XI.

Extra and Relief Service.

Section 1. Relief agents will receive salary of the man relieved, minimum pay to be \$2.50 per day, with twenty-five (25) cents additional for each hour worked exceeding ten (10), such rate to also apply in case of extra men attending court or serving at wrecks, washouts, etc.

Sec. 2. Relief men will be paid for time traveling to a position, but not for the return trip.

ARTICLE XII.

Clearance.

Section 1. Men in station service holding positions specified in Article XXI who have been employed ninety (90) days or more, will be given clearance, stating time and character of service and cause for leaving.

ARTICLE XIII.

Transfers and Exchanges.

Section 1. Men in station service holding

fer from one division to another, retaining one-third ($\frac{1}{3}$) of their seniority, or may exchange positions and seniority with the consent of their superintendents.

ARTICLE XIV.

Transportation.

Section 1. When an employe in station service holding position specified in Article XXI is transferred to accept a bulletined position, he will be given free transportation for himself, family and household goods, so far as the company is legally empowered to do so. If transferred by order of the company, or to obtain promotion to which entitled, he will be paid for time lost as per salary of position vacated.

ARTICLE XV.

Caré of Station.

Section 1. Agents in charge of stations will be required to keep the interior of such stations, and platforms pertaining thereto, in a neat and cleanly condition. Such agents will also be held responsible for the condition of station grounds and outbuildings, sufficient help, if not provided at the station, being arranged for by the superintendent.

ARTICLE XVI.

Discharge or Discipline.

Section 1. Men in station service will not be discharged or disciplined without investigation, to be ordinarily held within five (5) days, but may be suspended pending same. They shall have right of appeal to higher officials in regular order, if dissatisfied with decision. If found blameless, will be reinstated and paid for all time lost. At all hearings, a co-employe of their own choice may be present.

ARTICLE XVII.

Express and Commercial Telegraph Service.

Section 1. Men in station service required to serve express or commercial telegraph companies may appeal to their superintendent, in case of disagreement with officers of such companies.

Sec. 2. In case express agency is withdrawn from any station, the compensation of the agent will be readjusted to conform to the rate paid at other stations of similar class on the Division where the railroad agent does not also act as express agent.

ARTICLE XVIII.

Other Duties.

Section 1. Agents or office assistants in station service required to run pumps will receive a minimum extra compensation of fifteen dollars (\$15.00) per month for steam pumps, and ten dollars (\$10.00) per month for gasoline pumps, but when consistent with economy, such service will be performed by men specially assigned.

Sec. 2. At stations where other employes are not available for this service, agents will be held responsible for the lighting and putting out of switch lights, the lamps to be

ARTICLE XIX.

Vacations.

Section 1. Men in station service who have been in such employ for the Northwestern Pacific at least two years, and whose average weekly hours of service equal or exceed sixty-six (66) exclusive of meal hours, will be granted an annual vacation of two (2) weeks under full pay, providing the time for such vacation be selected when men can be spared. It is understood that whenever the work of a station can be handled during the absence of such men by the remainder of the force, they will so arrange.

ARTICLE XX.

Section 1. Agents will be furnished copy of these rules and regulations as a part of their office records and will be held responsible for same.

ARTICLE XXI.

Schedule of pay per calendar month. Guaranteed minimum salaries exclusive of express and other commissions.

WAGE SCALE.

*See note in Article II.

†Express and other commissions have been considered in fixing salaries.

SOUTHERN DIVISION.

Station and Position.	Rate per Month.
*San Francisco, agent.....	\$150.00
Chief clerk.....	100.00
Cashier.....	90.00
Revising clerk.....	90.00
Billing clerks.....	75.00
*Tiburon, agent.....	110.00
Assistant.....	70.00
Assistant.....	80.00
Assistant.....	70.00
Freight clerk.....	70.00
Seal clerk.....	70.00
San Rafael, agent.....	120.00
Freight clerk.....	80.00
Ticket clerk.....	80.00
Ticket clerk.....	75.00
Ticket clerk.....	75.00
Freight clerk.....	65.00
Baggageman.....	65.00
†Ignacio, agent.....	95.00
Assistant.....	80.00
†Novato, agent.....	65.00
Assistant.....	60.00
*Petaluma, agent.....	125.00
Chief clerk.....	90.00
Ticket clerk.....	80.00
Freight clerk.....	75.00
Freight clerk.....	70.00
Freight clerk.....	65.00
Baggageman.....	60.00
†Penn Grove, agent.....	65.00
†Cottati, agent.....	80.00
Assistant.....	40.00
*Santa Rosa, agent.....	130.00
Freight clerk.....	85.00
Ticket clerk.....	80.00
Cashier.....	75.00
Bill clerk.....	65.00
Receiving clerk.....	60.00
Baggageman.....	60.00
Station and Position.	Rate per Month.
Fulton, agent.....	\$ 85.00
Assistant.....	65.00
†Windsor, agent.....	65.00
Baggage and wareh'm'n (summer).....	50.00
*Headsburg, agent.....	115.00
Assistant.....	85.00
Baggageman.....	60.00
†Lytton, agent.....	55.00
†Geyserville, agent.....	65.00
Baggage and warehouseman.....	50.00
Cloverdale, agent.....	95.00
Assistant.....	70.00
Bag, and warehouseman (summer).....	50.00
†Hopland, agent.....	60.00
Assistant.....	60.00
Baggage and warehouseman.....	50.00
Ukiah, agent.....	105.00
Assistant.....	75.00
Clerk.....	70.00
*Willits, agent.....	135.00
Assistant agent.....	90.00
Assistant.....	80.00
Assistant.....	75.00
Bill clerk.....	70.00
Baggageman.....	65.00
Hilton, agent (summer).....	75.00
Rionido, agent (summer).....	75.00
†Guerneville, agent.....	70.00
Assistant.....	55.00
Sebastopol, agent.....	105.00
Assistant.....	70.00
Schellville, agent.....	125.00
Assistant agent.....	90.00
Assistant.....	80.00
Warehouseman.....	65.00
†Vineburg, agent.....	80.00
Sonoma, agent.....	95.00
Assistant.....	70.00
†Glen Ellen, agent.....	65.00
Sausalito, agent.....	100.00
Ticket clerk.....	80.00
Ticket clerk (assistant).....	60.00
Freight clerk.....	75.00
Mill Valley, agent.....	85.00
Assistant.....	65.00
Warehouseman.....	65.00
†Corte Madera, agent.....	70.00
†Larkspur, agent.....	70.00
Kentfield, agent.....	60.00
Ross, agent.....	85.00
San Anselmo, agent.....	105.00
Freight clerk.....	85.00
Ticket clerk.....	80.00
Ticket clerk.....	75.00
Transfer clerk.....	70.00
Baggageman.....	60.00
West End, ticket agent.....	60.00
B Street, ticket agent.....	60.00
†Manor, agent.....	75.00
†San Geronimo, agent.....	65.00
†Point Reyes, agent.....	65.00
Assistant.....	50.00
†Marshall, agent.....	50.00
†Tomaes, agent.....	65.00
†Valley Ford, agent.....	65.00
Bodega Roads, agent.....	50.00
†Occidental, agent.....	70.00
Camp Meeker, agent (summer).....	...
†Monte Rio, agent.....	75.00
Operator (summer).....	65.00
Assistant (summer).....	60.00
†Duncan Mills, agent.....	70.00
Assistant.....	50.00
†Cazadero, agent.....	65.00

NORTHERN DIVISION.

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
†Longvale, agent.....	\$ 75.00	Fortuna, agent.....	\$ 80.00
Assistant	50.00	Assistant	70.00
†Dos Rios, agent.....	75.00	Fernbridge, agent.....	80.00
Assistant	65.00	Assistant	75.00
Spy Rock.		†Loleta, agent.....	75.00
Island Mountain.		Assistant	70.00
Kekawaka.		South Bay, agent.....	85.00
Alder Point.		Assistant	70.00
†Fort Seward, agent.....	75.00	*Eureka, agent.....	125.00
Assistant	70.00	Cashier	90.00
South Fork, agent.....	75.00	Assistant cashier.....	75.00
Assistant	70.00	Bill clerk.....	60.00
Shively, agent.....	75.00	Bill clerk.....	55.00
Assistant	70.00	Freight clerk.....	70.00
Elinor, agent.....	70.00	Arcata, agent.....	80.00
Scotia, agent.....	90.00	Assistant	70.00
Assistant	70.00	Fieldbrook, agent.....	70.00
Warehouseman	60.00	Trinidad, agent.....	75.00
Alton, agent.....	75.00	Carlotta, agent.....	70.00
Assistant	70.00		

W. S. PALMER,
President and General Manager.

Oregon Short Line Railroad Company

(EFFECTIVE AUGUST 1, 1917.)

ARTICLE I.

Jurisdiction.

Telegrapher Defined.

This schedule applies to all telegraphers (except train dispatchers, and second and third tricks in Pocatello "PO" and third trick in Salt Lake "VN"), having assigned hours of any duration for telegraph service of any character, and to such agencies as are incorporated in the accompanying wage schedule, Article XVII. (The term "telegraphers" hereinafter used includes such positions as are covered by the foregoing.)

ARTICLE II.

Seniority.

Qualifications for Promotion.

Telegraphers will be regarded in line of promotion, advancement depending upon faithful discharge of duty, loyalty to the company's interests, and capacity for increased responsibility. When merit and ability are sufficient, seniority will govern.

Rights.

Rights to date from last time of entering service and extend over division where employed.

Main Offices.

Office seniority, except managers, will govern in Salt Lake "SA" and Pocatello "CA" offices. Telegraphers in Salt Lake "SA" office will hold rights and be shown on seniority lists of Montana Division and Utah Division Sandy to McCammon including branches; those in Pocatello "CA" office will hold rights and be shown on seniority lists of Idaho Division and Utah Division Pocatello to Granger including Pocatello yard and branches.

Lists.

At the beginning of January and July of each year superintendents will prepare and

file in their offices, open to inspection, lists of telegraphers according to seniority, and copies will be furnished each station and committeemen.

ARTICLE III.

Vacancies.

When Bulletin.

Bulletins covering all vacancies in positions covered by Article XVII, and all new positions created that would come within the provisions of this schedule, will be issued on the first day of each month to all offices on the division.

Bidding.

Applications must be filed within fifteen days and positions filled within thirty days from date of bulletin. Assignments to be shown on succeeding bulletin.

Withdrawal of Application.

An application cannot be withdrawn after bulletin closes; when assigned must accept or go on extra list, retaining seniority.

When Incompetent.

If transferred and found incompetent, telegraphers will be placed on extra list, retaining seniority.

If Promotion Declined.

Rights will not be forfeited when promotions are declined.

Non-Scheduled Positions.

Telegraphers promoted to non-scheduled positions, if reduced, may resume their former seniority on division from which promoted.

ARTICLE IV.

Transfers.

Exchange of Positions.

Telegraphers may transfer from one division to another, retaining three-fourths of

seniority, or may exchange positions, with consent of superintendents. Transfers on same division not permissible.

ARTICLE V.

Positions Created—Reduction in Force. New Positions.

When positions are created, compensation will be arranged in conformity with positions of the same class on the same district.

Reductions.

When necessary to reduce the number of telegraphers, they will be laid off according to seniority list taken in inverse order. The telegrapher relieved may displace only the junior regularly assigned telegrapher on the division (provided that his seniority entitles him to same) or return to the extra list, retaining his seniority in either case. Telegraphers laid off will be given preference when force is increased, if available.

In Salt Lake "SA" and Pocatello "CA" offices, the last man assigned will be the first man reduced.

ARTICLE VI.

Discipline. Investigations.

A telegrapher will not be disciplined without investigation (ordinarily within five days) at which a co-employee of his choice may be present.

Right of Appeal.

If dissatisfied with decision, may appeal in writing to higher officials within thirty days. If found blameless, will be reinstated and paid for time lost.

Access to Officials.

Telegraphers are privileged to call upon proper officials in connection with matters pertaining to their employment or positions.

ARTICLE VII.

Hours of Service—Meal Hours. Hours Constituting a Day.

Eleven hours, including meal hour, will constitute a day where only one telegrapher performs telegraph duties.

Nine hours, without meal hour, or ten hours, with meal hour, will constitute a day where two or more perform telegraph duties, except that in Salt Lake "SA" and Pocatello "CA" offices, nine hours, including one hour for meal, will constitute a day.

Meal Hour.

Telegraphers assigned in excess of nine hours will be allowed one hour for meal within a spread of two hours nearest middle of trick. When meal hour is curtailed, one hour overtime, pro rata, minimum forty cents, and twenty minutes in which to procure lunch, as soon thereafter as practicable, will be allowed.

Sunday and Holiday Hours.

When not required, telegraphers will be excused Sundays and holidays. When required, not more than five hours in the aggregate will constitute a day for telegraphers working in excess of nine hours (exclusive of meal hour). In Salt Lake "SA" and Pocatello "CA" offices four hours will

constitute a day Sundays and holidays, except that by mutual agreement, the equivalent—or eight hours each alternate Sunday—may be arranged.

When required to work in excess of such hours, overtime will be allowed, pro rata, with minimum specified for that office.

Holidays Designated.

July 4th, Thanksgiving, Christmas and New Years.

Split Tricks.

Split tricks not permissible, except that on Sundays and holidays tricks may be split where telegraphers work in excess of nine hours (exclusive of meal hour) as mentioned above.

ARTICLE VIII.

Overtime. Overtime Rates.

Telegraphers required to remain on duty in excess of specified hours will be paid overtime, pro rata, with a minimum of forty cents per hour, except in Salt Lake "SA" and Pocatello "CA" offices, where the minimum will be fifty cents per hour.

How Computed.

Overtime will be computed on the basis of actual hours worked; less than thirty minutes will not be counted; thirty minutes or more will be counted one hour.

Extra Calls.

If called outside of regular hours, seventy cents will be allowed for each call and, if service exceeds one hour, overtime after the first hour will be allowed with the minimum specified.

ARTICLE IX.

Emergency Service. How Paid For.

Telegraphers at derailments, washouts, snow blockades or other similar service, will receive four dollars (\$4.00) per day of ten hours or less, to be computed from time called to leave until returned, deducting time relieved from duty. Overtime pro rata; no other compensation.

ARTICLE X.

Relief Work—Attending Court. Extra Telegraphers.

Extra telegraphers will receive same salary as the telegraphers they relieve.

Regular Telegraphers.

Regular telegrapher used for relief work will receive the higher salary of the two positions.

Court.

Telegrapher attending court, or absent on other business of the company, will receive regular salary and necessary expenses while away from home.

ARTICLE XI.

Transfers (Deadheading) and Transportation.

Extra Telegraphers Transferred.

Extra telegraphers, who have performed initial service, traveling at the instance of the company, will receive forty cents per

hour for necessary time consumed in dead-heading, with a minimum of six hours for each movement.

Regular Telegraphers Transferred.

Regular telegraphers transferred from one station to another under orders or on bulletin, will receive pay for time lost in transferring on basis of rate of position vacated.

When Not Paid For.

When transfers are made for the accommodation of telegraphers, no compensation will be allowed for time consumed in making such transfers.

Transportation.

As far as it can legally do so, the company will transport to new location families and household goods of telegraphers free.

ARTICLE XII.

Rejected Time.

Notification.

When time is not allowed, claimants will be advised reason therefor.

ARTICLE XIII.

Care of Stations.

Duties of Telegraphers.

Telegraphers will be required to keep the interior of stations and platforms pertaining thereto in neat condition, except where warehousemen or helpers are employed, when these duties will devolve upon the latter. Will not be required to do any work, other than the ordinary duties of an agent, outside of the station building, except as above noted.

ARTICLE XIV.

United States Mail—Watch Inspection.

Handling U. S. Mail.

At any office where the United States mail is excessive or, for any other reason, a telegrapher considers himself overworked, and complaint is made to the proper official, a prompt investigation will be held at that station, and, if the complaint is well founded, relief will be granted.

Watch Inspection.

Telegraphers will be exempt from watch inspection at all stations where standard clocks are maintained.

ARTICLE XV.

Service Letters.

When Furnished.

Telegrapher leaving the service, who has been employed thirty days or more, will be given a letter stating time and character of service and cause of leaving.

ARTICLE XVI.

Copies of Schedule.

To Whom Furnished.

All offices covered by this schedule will be furnished a copy of same, which will form a part of the station records. Telegraphers

in the service will also be furnished a copy upon application.

ARTICLE XVII.

Schedule of Pay per Calendar Month.

(*In filling star agencies, where each applicant may be considered qualified by both the operating and traffic officials, seniority will rule.)

WAGE SCALE.

UTAH DIVISION.

Main Line.

Station and Position.	Rate per Month.
Sandy, agent telegrapher.....	\$100.00
Telegrapher	85.00
*Murray, agent.....	140.00
Telegrapher	90.00
Salt Lake (SA):	
General Office,	
Manager	155.00
Chief operator first.....	125.00
Chief operator second.....	120.00
Chief operator third.....	117.50
First telegrapher.....	110.00
Second telegrapher.....	110.00
Third telegrapher.....	110.00
Salt Lake (VN), first telegrapher....	100.00
Second telegrapher.....	100.00
Third telegrapher.....	100.00
(C), first telegrapher.....	100.00
Second telegrapher.....	100.00
Third telegrapher.....	100.00
Woods Cross, agent telegrapher.....	90.00
Farmington, agent telegrapher.....	95.00
Kaysville, agent telegrapher.....	95.00
Layton, agent telegrapher.....	95.00
Clearfield, agent telegrapher.....	95.00
Roy, agent telegrapher.....	95.00
Hot Springs, agent telegrapher.....	85.00
Telegrapher	85.50
Willard, agent telegrapher.....	87.50
*Brigham, agent.....	150.00
First telegrapher.....	90.00
Second telegrapher.....	90.00
Third telegrapher.....	90.00
Bakers, agent.....	90.00
Honeyville, agent telegrapher.....	87.50
Dewey, agent telegrapher.....	87.50
Telegrapher	85.50
Collinston, agent telegrapher.....	87.50
Cache Junction, agent.....	105.00
First telegrapher.....	90.00
Second telegrapher.....	90.00
Third telegrapher.....	90.00
Trenton, agent.....	90.00
Cornish, agent telegrapher.....	90.00
Weston, agent telegrapher.....	87.50
Telegrapher	85.50
Dayton, agent telegrapher.....	85.00
Telegrapher	85.50
Garner, agent telegrapher.....	85.00
Coulam, agent telegrapher.....	85.00
Oxford, agent telegrapher.....	85.00
Downey, agent telegrapher.....	90.00
Second telegrapher.....	87.50
Third telegrapher.....	87.50
Marsh Valley, telegrapher.....	85.50
Arimo, agent telegrapher.....	85.00

Station and Position.	Rate per Month.
Pocatello (CA):	
Relay Office,	
Manager	\$135.00
Chief operator first	125.00
Chief operator second	120.00
Chief operator third	117.50
First telegrapher	110.00
Second telegrapher	110.00
Third telegrapher	110.00
Pocatello (PO) Office	100.00
Inkom, agent telegrapher	80.00
*McCammon, agent	105.00
First telegrapher	92.50
Second telegrapher	92.50
Third telegrapher	92.50
Lava Hot Springs, agent telegrapher	80.00
Blaser, agent telegrapher	80.00
Second telegrapher	85.50
Third telegrapher	85.50
Bancroft, agent	85.00
First telegrapher	85.50
Second telegrapher	85.50
Third telegrapher	85.50
Alexander, agent	85.00
First telegrapher	85.50
Second telegrapher	85.50
Third telegrapher	85.50
Soda Springs, agent	100.00
First telegrapher	85.50
Second telegrapher	85.50
Third telegrapher	85.50
Novene, first telegrapher	85.50
Second telegrapher	85.50
Third telegrapher	85.50
*Montpelier, agent	120.00
First telegrapher	95.00
Second telegrapher	95.00
Third telegrapher	95.00
Pegram, agent telegrapher	80.00
Second telegrapher	85.50
Third telegrapher	85.50
Cokeville, agent	100.00
First telegrapher	85.50
Second telegrapher	85.50
Third telegrapher	85.50
Sage, agent telegrapher	85.00
Second telegrapher	85.50
Third telegrapher	85.50
Fossil, agent telegrapher	85.00
Second telegrapher	85.50
Third telegrapher	85.50
Hodges Pass Tun., first telegrapher	85.50
Second telegrapher	85.50
Third telegrapher	85.50
*Kemmerer, agent	135.00
First telegrapher	95.00
Second telegrapher	95.00
Third telegrapher	95.00
Diamondville, agent telegrapher	110.00
Telegrapher	85.50
Opal, agent	80.00
First telegrapher	85.50
Second telegrapher	85.50
Third telegrapher	85.50

Malad Branch.

Tremonton, agent telegrapher	\$ 85.00
Garland, agent telegrapher	85.00
Portage, agent telegrapher	85.00
Malad, agent	100.00
Telegrapher	87.50

Cache Valley Branch.

Station and Position.	Rate per Month.
Mendon, agent telegrapher	\$ 85.00
Wellsville, agent telegrapher	85.00
Hyrum, agent telegrapher	85.00
Logan, telegrapher	85.50
Smithfield, agent telegrapher	85.00
Richmond, agent telegrapher	85.00
Webster, agent telegrapher	85.00
Franklin, agent telegrapher	85.00
Preston, agent	90.00
Telegrapher	87.50

Grace Branch.

Grace, agent telegrapher	\$ 80.00
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Paris Branch.

Paris, agent telegrapher	\$ 80.00
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Cumberland Branch.

Cumberland, agent	\$100.00
Telegrapher	85.50

Kemmerer Branch.

North Kemmerer, telegrapher	\$ 90.00
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MONTANA DIVISION.

Main Line.

Station and Position.	Rate per Month.
Fort Hall, agent telegrapher	\$ 85.00
*Blackfoot, agent	150.00
First telegrapher	95.00
Second telegrapher	95.00
Third telegrapher	95.00
Firth, agent telegrapher	87.50
Shelley, agent	95.00
First telegrapher	87.50
Second telegrapher	87.50
Idaho Falls, first telegrapher	100.00
Second telegrapher	100.00
Third telegrapher	100.00
Roberts, agent telegrapher	85.00
Hamer, agent telegrapher	85.00
Camas, agent telegrapher	85.00
Dubois, agent	110.00
First telegrapher	90.00
Second telegrapher	90.00
Third telegrapher	90.00
Spencer, agent	85.00
Telegrapher	85.50
Humphrey, telegrapher	85.50
Monida, agent telegrapher	85.00
Telegrapher	85.50
*Lima, agent	105.00
First telegrapher	92.50
Second telegrapher	92.50
Third telegrapher	92.50
Dell, agent telegrapher	85.00
Red Rock, agent telegrapher	87.50
Armstead, agent	95.00
First telegrapher	90.00
Second telegrapher	90.00
*Dillon, agent	150.00
First telegrapher	92.50
Second telegrapher	92.50
Third telegrapher	92.50
Bond, agent telegrapher	87.50
Glen, agent telegrapher	87.50
Melrose, agent telegrapher	90.00
Second telegrapher	85.50
Third telegrapher	85.50
Divide, agent telegrapher	87.50
Telegrapher	85.50
Feely, agent telegrapher	87.50

SCHEDULES AND WAGE SCALES.

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Mackay Branch.

Station and Position.	Rate per Month.
Arco, agent.....	\$ 80.00
Telegrapher	85.50
Moore, agent telegrapher.....	85.00
Mackay, agent.....	85.00
Telegrapher	85.50

Aberdeen Branch.

Pingree, agent telegrapher.....	\$ 82.50
Sterling, agent telegrapher.....	82.50
Aberdeen, agent telegrapher.....	80.00

Yellowstone Branch.

Ucon, agent telegrapher.....	\$ 85.00
Rigby, agent.....	95.00
Telegrapher	85.50
Thornton, agent telegrapher.....	82.50
Rexburg, agent.....	90.00
Telegrapher	85.50
Sugar City, agent.....	85.00
Telegrapher	85.50
*St. Anthony, agent.....	90.00
Telegrapher	87.50
Ashton, agent.....	85.00
Telegrapher	87.50
Island Park, agent telegrapher.....	85.50
Trude, agent telegrapher.....	85.50
*Yellowstone, agent.....	125.00
First telegrapher.....	85.00
Second telegrapher.....	85.00

Snake River Belt Line.

Iona, agent telegrapher.....	\$ 82.50
Ririe, agent telegrapher.....	90.00
Newdale, agent telegrapher.....	90.00
Menan, agent telegrapher.....	85.00

Victor Branch.

Marysville, agent telegrapher.....	\$ 82.50
Drummond, agent telegrapher.....	85.00
Tetonia, agent telegrapher.....	80.00
Driggs, agent telegrapher.....	85.00
Victor, agent telegrapher.....	85.00

IDAHO DIVISION.

Main Line.

Station and Position.	Rate per Month.
American Falls, agent.....	\$ 80.00
First telegrapher.....	85.50
Second telegrapher.....	85.50
Third telegrapher.....	85.50
Wapi, first telegrapher.....	85.50
Second telegrapher.....	85.50
Third telegrapher.....	85.50
Minidoka, agent.....	130.00
First telegrapher.....	92.50
Second telegrapher.....	92.50
Third telegrapher.....	92.50
Kimama, agent telegrapher.....	85.00
Second telegrapher.....	85.50
Third telegrapher.....	85.50
Owinza, first telegrapher.....	85.50
Second telegrapher.....	85.50
Third telegrapher.....	85.50
Dietrich, agent telegrapher.....	85.00
Shoshone, agent.....	140.00
First telegrapher.....	92.50
Second telegrapher.....	92.50
Third telegrapher.....	92.50
Gooding, agent.....	130.00
First telegrapher.....	85.50
Second telegrapher.....	85.50
Third telegrapher.....	85.50

Station and Position.	Rate per Month.
Bliss, agent.....	\$ 80.00
First telegrapher.....	87.50
Second telegrapher.....	87.50
Third telegrapher.....	87.50
King Hill, agent telegrapher.....	80.00
Second telegrapher.....	85.50
Third telegrapher.....	85.50
*Glenns Ferry, agent.....	110.00
First telegrapher.....	95.00
Second telegrapher.....	95.00
Third telegrapher.....	95.00
Hammett, agent telegrapher.....	80.00
Medbury, telegrapher.....	85.50
Reverse, telegrapher.....	85.50
Mountain Home, agent.....	90.00
First telegrapher.....	85.50
Second telegrapher.....	85.50
Third telegrapher.....	85.50
Orchard, agent telegrapher.....	80.00
Second telegrapher.....	85.50
Third telegrapher.....	85.50
Owyhee, telegrapher.....	85.50
Kuna, agent telegrapher.....	80.00
Second telegrapher.....	85.50
Third telegrapher.....	85.50
Nampa (Q) Office, first telegrapher.....	95.00
Second telegrapher.....	95.00
Third telegrapher.....	95.00
*Caldwell, agent.....	150.00
First telegrapher.....	85.50
Second telegrapher.....	85.50
Third telegrapher.....	85.50
Notus, agent telegrapher.....	80.00
Parma, agent telegrapher.....	82.50
Nyssa, agent.....	80.00
Telegrapher	85.50
*Ontario, agent.....	85.00
First telegrapher.....	85.50
Second telegrapher.....	85.50
Third telegrapher.....	85.50
*Payette, agent.....	125.00
First telegrapher.....	85.50
Second telegrapher.....	85.50
*Weiser, agent.....	150.00
First telegrapher.....	85.50
Second telegrapher.....	85.50
Third telegrapher.....	85.50

Twin Falls Branch.

Rupert, agent.....	\$ 80.00
Telegrapher	85.50
Heyburn, agent telegrapher.....	80.00
Burley, agent.....	80.00
Telegrapher	85.50
Milner, agent telegrapher.....	80.00
Murtaugh, agent telegrapher.....	85.00
Hansen, agent telegrapher.....	85.00
Kimberly, agent telegrapher.....	80.00
Twin Falls, first telegrapher.....	87.50
Filer, agent.....	80.00
Telegrapher	85.50
Buhl, agent.....	80.00
Telegrapher	85.50

North Side Branch.

Paul, agent telegrapher.....	\$ 80.00
Hazelton, agent telegrapher.....	80.00
Eden, agent telegrapher.....	80.00
Jerome, agent.....	100.00
Telegrapher	85.50
Wendell, agent telegrapher.....	80.00

Oakley Branch.

Oakley, agent telegrapher.....	\$ 80.00
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Marshfield Branch.		Rate per Month.	Station and Position.	Rate per Month.
Station and Position.		Month.	Harper, agent telegrapher.....	\$ 80.00
Marshfield, agent.....		\$ 80.00	Juntura, agent telegrapher.....	80.00
Rogerson Branch.			Riverside, agent telegrapher.....	85.00
Hollister, agent telegrapher.....		\$ 95.00	Crane, agent telegrapher.....	80.00
Rogerson, agent telegrapher.....		95.00	Brogan Branch.	
Ketchum Branch.			Brogan, agent telegrapher.....	
Richfield, agent telegrapher.....		\$ 80.00	\$ 80.00	
Pcabo, agent telegrapher.....		80.00	Payette Branch.	
Bellevue, agent telegrapher.....		80.00	Fruitland, agent telegrapher.....	
Hailey, agent telegrapher.....		95.00	New Plymouth, agent telegrapher....	
Ketchum, agent telegrapher.....		85.00	\$ 82.50	
Hill City Branch.			82.50	
Fairfield, agent telegrapher.....		\$ 80.00	Homestead Branch.	
Hill City, agent telegrapher.....		85.00	Robinett, agent telegrapher.....	
Idaho Northern Branch.			\$ 80.00	
Middleton, agent telegrapher.....		\$ 80.00	Homestead, agent telegrapher.....	
Emmett, agent.....		80.00	90.00	
Telegrapher.....		85.50	ARTICLE XVIII.	
Montour, agent telegrapher.....		80.00	Changes and Termination.	
Horseshoe Bend, agent telegrapher...		80.00	Agreement.	
Banks, agent telegrapher.....		80.00	This schedule supersedes all previous	
Smiths Ferry, agent telegrapher.....		80.00	schedules and rules governing rates of pay	
Cascade, agent telegrapher.....		80.00	and working conditions of telegraphers and	
Donnelly, agent telegrapher.....		80.00	shall remain in effect until thirty days'	
Lakeport, agent telegrapher.....		85.00	notice in writing shall have been given by	
Murphy Branch.			either party to the other of a desire to	
Murphy, agent.....		\$ 80.00	change or terminate same or any part	
Boise Branch.			thereof.	
Meridian, agent telegrapher.....		\$ 90.00	Subordinate to Legislation.	
Boise, first telegrapher.....		95.00	It is understood that this schedule is	
Second telegrapher.....		95.00	superseded by and subordinate to any sub-	
Third telegrapher.....		95.00	sequent municipal, State or Federal legis-	
Homedale Branch.			lation.	
Homedale, agent telegrapher.....		\$ 80.00	F. H. KNICKERBOCKER,	
Oregon Eastern Branch.			General Superintendent.	
Vale, agent.....		\$ 85.00	M. H. BROWN,	
Telegrapher.....		85.50	Superintendent of Telegraph.	
			R. H. WAGNER,	
			For the Telegraphers.	

Oregon-Washington Railroad & Navigation Company

(EFFECTIVE OCTOBER 1, 1916.)

ARTICLE I.

Service.

Telegrapher Defined.

This schedule applies to all employees occupying positions listed in Article XIX, who will be known as telegraphers within the meaning of this schedule.

Positions Created.

When like positions are created, compensation will be arranged in conformity with similar class on same district, and they will be filled in accordance with the provisions of this schedule.

ARTICLE II.

Promotion and Rights.

Qualifications for Promotion.

Telegraphers will be regarded in line of promotion to all agencies and telegraph posi-

tions, advancement depending upon faithful discharge of duty and capacity for increased responsibility. When merit and ability are sufficient, seniority will govern.

Rights.

Rights to date from last time of entering service and extend over division where employed.

Non-Schedule Positions.

Agents, agent telegraphers, telegraphers and telegrapher clerks will have the right to make applications for any non-scheduled position and their applications will be fully considered.

Telegraphers promoted to non-scheduled positions, if reduced, may resume their former seniority on division from which promoted, and if reduced within six months, may resume their former positions.

ARTICLE III.**Main Office Seniority.****Office Seniority.**

Office seniority, except managers, will govern in the following offices: Portland "P", Seattle "OW", Spokane "AU", Umatilla and Huntington. The resultant vacancy of telegrapher in these offices will be bulletined on all divisions.

Bulletining Vacancies in "P" Portland.

Vacancies arising in any of the offices, except "P" office Portland, will be bulletined over the entire system. Vacancies in "P" office Portland will first be bulletined to the other offices mentioned in this article, and if not filled will then be bulletined over the entire system.

ARTICLE IV.**Vacancies.****Bulletins General.**

Bulletins of all vacancies in positions as shown in Article XIX of this schedule, will be issued within ten days to all offices on the division.

Bulletins will be issued in main offices in accordance with Article III, and the resultant vacancy of telegrapher in these offices will be bulletined by division superintendents.

Applications.

Applications must be filed within ten days and positions filled within thirty days from date of bulletins.

Bidding in Former Positions.

Telegraphers will not be permitted to bid in their former positions until it has once been filled and again becomes vacant.

When Incapable.

If transferred and found incapable, telegrapher will be placed on extra list, retaining seniority. Rights will not be forfeited when promotion is declined.

Local chairman representing the telegraphers will be notified promptly of assignments.

ARTICLE V.**Transfers and Exchanges Between Divisions.**

Telegraphers may transfer from one division to another, retaining three-quarters of seniority, or may exchange positions and seniority from one division to another with the consent of the superintendent.

ARTICLE VI.**Reducing Forces.**

When necessary to reduce the number of telegraphers they shall be laid off according to seniority list taken in inverse order. The telegrapher relieved may displace any junior regularly assigned telegrapher (provided that his seniority entitles him to the same), or return to the extra list, retaining his seniority in either case. Telegraphers when laid off will be given preference when force is increased, when immediately available.

Old Telegraphers Given Preference.

Telegraphers, when laid off from any division, will be given preference over new employees when necessary to employ telegraphers on other divisions.

ARTICLE VII.**Seniority Lists.**

At the beginning of January and July of each year the superintendent will prepare and file in his office, open to inspection, a list of telegraphers according to seniority, and will furnish each telegrapher office a copy.

Superintendents will also furnish copy to the general chairman and local chairman representing the telegraphers.

Seniority Lists Portland "P".

Telegraphers in Portland "P" office will be carried on the seniority list of the division from which they came to that office. In case a telegrapher should come to that office direct without having worked on any division, he shall be shown on the First Division list.

ARTICLE VIII.**Discharge or Discipline.****Investigations.**

Telegraphers will not be discharged, suspended or given demerit marks without a just and sufficient cause, nor without a fair and impartial investigation. Telegraphers who believe they have been unjustly disciplined, suspended or demerited, have the right, within five days, to appeal in regular order to the higher officials of the company. They will have the right to review all correspondence in connection with the investigations, and also to be present with an employee of their own choice at all meetings which might be called in connection with same. If final investigation results in the accused being declared innocent, his record will be cleared accordingly and he will also be paid for all time lost in connection with the case.

Service Letters.

Telegraphers leaving the service who have been employed thirty days or more will be given a letter stating time and character of service, and cause of leaving.

ARTICLE IX.**Hours of Service.****Hours Classified.**

When thirteen hours' service is permitted, eleven hours, including meal hour, will constitute a day.

At Portland "P", Umatilla, Spokane "AU" and Seattle "OW" nine hours, including one hour for meals, will constitute a day.

At all other offices where three or more telegraphers are employed, nine hours without meal hour, or ten hours with meal hour included, as conditions may require, will constitute a day.

Split Tricks.

Split tricks not permissible. Meal hours not to be considered a split.

Sunday Work.

When not required, telegraphers will be excused Sundays and holidays. When required, not more than five hours will constitute a day for telegraphers working in excess of nine hours. In Portland "P" three hours will constitute a day for Sundays and holidays, except that by mutual agreement eight hours every third Sunday

may be arranged. When required to work in excess of such hours, overtime will be allowed at rate specified for that office.

Holidays.

Holidays: July Fourth, Thanksgiving, Christmas and New Year's.

ARTICLE X.

Meal Hours.

Telegraphers, except those assigned nine hours or less without meal hour included, will be allowed one hour for meal within a spread of two hours and thirty minutes nearest the middle of trick.

Meal Hours Curtailed.

When meal hour is curtailed for telegraphers on duty in excess of nine hours, one hour overtime pro rata, minimum thirty-five cents, and twenty minutes in which to procure lunch, as soon thereafter as practicable, will be allowed.

ARTICLE XI.

Rate for Overtime.

Telegraphers required to remain on duty in excess of specified hours will be paid overtime pro rata with minimum of thirty-five cents per hour, except the following offices, where a minimum for all overtime will be fifty cents per hour: Portland "P", Umatilla, Spokane and Seattle.

Basis Computing Overtime.

Overtime will be computed upon the basis of actual hours worked; less than thirty minutes will not be counted, thirty minutes or more will be counted one hour.

Calls.

If called outside of regular hours, sixty cents will be allowed for each call, and if the service exceeds one hour, overtime pro rata after the first hour will be allowed, with minimum specified.

When time is not allowed, claimants will be advised reasons therefor.

ARTICLE XII.

Attending Court.

Telegraphers attending court, or absent on other business for the company, will be allowed regular salary and legitimate expense while away from home station.

ARTICLE XIII.

Salary of Relief Telegrapher.

Telegraphers will receive the same salary as telegraphers they relieve.

ARTICLE XIV.

Emergency Service.

Regular telegraphers performing service at wrecks, washcuts or in other emergency cases, will have their expenses paid by the company in addition to their wages.

Extra Telegraphers.

Extra telegraphers performing such service will have their expenses paid and will be paid the minimum telegrapher's rate.

ARTICLE XV.

Transfers.

Telegraphers transferred from one station to another under orders, including transfers for promotion, shall receive pay for time lost in transferring on basis of rate of position to be assumed.

Transportation.

As far as it can legally do so, the company will transport to new location, their families and household goods free.

When transfers are made for the accommodation of telegraphers, no compensation will be allowed for time consumed in making such transfers.

ARTICLE XVI.

Care of Stations.

Telegraphers will be required to keep the interior of stations and the platform pertaining thereto in neat condition, except where warehouseman and helpers are employed, when these duties will devolve upon the latter. Telegraphers will not be required to do any work other than the ordinary duties of an agent, outside of station building, except as above stated, except at points where no section men are located.

ARTICLE XVII.

Copy of Rules.

All telegraph offices will be furnished a copy of these rules.

ARTICLE XVIII.

Access to Officials.

Any telegrapher, accompanied by a co-employee of his choice if he desires, shall have access at all reasonable times to the proper officials in regular order for the consideration of any matters pertaining to his employment, which he thinks merits consideration.

ARTICLE XIX.

WAGE SCALE.

FIRST DIVISION.

Station and Position.	Rate per Month.
Portland Gen. Office, early night chief.	\$112.50
Late night chief.....	110.00
Telegraphers (seven).....	100.00
Telegraphers (all others).....	97.50
Portland (SO), first telegrapher.....	90.00
Second telegrapher.....	85.00
Portland (SU), telegrapher and clerk.	80.00
Albina Yard Off., first teleg. and clerk	85.00
Second telegrapher and clerk....	85.00
Third telegrapher and clerk.....	85.00
Kenton, agent telegrapher.....	87.50
Fairview, agent telegrapher.....	80.00
Troutdale, agent telegrapher.....	72.50
Telegrapher and clerk.....	75.00
Telegrapher and clerk.....	75.00
Corbett, agent telegrapher.....	77.50
Bridal Veil, agent telegrapher.....	75.00
Second telegrapher and clerk.....	75.00
Bonneville, agent telegrapher.....	75.00
Second telegrapher and clerk.....	75.00
Third telegrapher and clerk.....	75.00
Cascade Locks, agent telegrapher....	75.00
Wyeth, agent telegrapher.....	75.00
Second, telegrapher.....	75.00

SCHEDULES AND WAGE SCALES.

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Station and Position.	Rate per Month.
Hood River, first teleg. and clerk.....	\$ 85.00
Second telegrapher and clerk.....	80.00
Third telegrapher and clerk.....	80.00
Mosier, agent telegrapher.....	65.00
Second telegrapher and clerk.....	75.00
The Dalles Depot:	
First telegrapher and ticket clerk.....	85.00
Second telegrapher and ticket clerk.....	80.00
Third telegrapher and ticket clerk.....	80.00
The Dalles Yard Off., first telegrapher.....	80.00
Second telegrapher.....	80.00
Third telegrapher.....	80.00
Sherman, agent telegrapher.....	77.50
Biggs, second telegrapher and clerk.....	77.50
Third telegrapher and clerk.....	77.50
Quinton, agent telegrapher.....	77.50
Arlington, agent.....	80.00
First telegrapher and clerk.....	77.50
Second telegrapher and clerk.....	77.50
Third telegrapher and clerk.....	77.50
Heppner Junction, agent telegrapher.....	80.00
Messner, agent telegrapher.....	77.50
Second telegrapher.....	77.50
Third telegrapher.....	77.50
Irrigon, agent telegrapher.....	80.00
Umatilla, telegrapher.....	102.50
Second telegrapher.....	97.50
Third telegrapher.....	95.00
Gateway, agent telegrapher.....	80.00
Madras, agent telegrapher.....	80.00
Wasco, agent telegrapher.....	75.00
Moro, agent telegrapher.....	75.00
Grass Valley, agent telegrapher.....	75.00
Ione, agent telegrapher.....	77.50
Heppner, telegrapher and clerk.....	75.00
Seattle, telegraphers (three).....	95.00
Black River Jct., first teleg. towerman.....	80.00
Second telegrapher towerman.....	80.00
Third telegrapher towerman.....	80.00
Tacoma Local Frt. Off., teleg. and clk.....	80.00
Galvin, agent telegrapher.....	75.00
Independence, agent telegrapher.....	75.00
Second telegrapher and clerk.....	75.00
Third telegrapher and clerk.....	75.00
Saginaw, agent telegrapher.....	75.00
Montesano, agent telegrapher.....	87.50
Cosmopolis, telegrapher and clerk.....	75.00
Aberdeen, telegrapher and clerk.....	82.50
Telegrapher and clerk.....	80.00
Olympia, telegrapher and clerk.....	77.50

SECOND DIVISION.

Station and Position.	Rate per Month.
Hermiston, agent telegrapher.....	\$ 77.50
Hinkle, first telegrapher.....	77.50
Second telegrapher.....	77.50
Third telegrapher.....	77.50
Stanfield, agent telegrapher.....	80.00
Telegrapher and clerk.....	77.50
Echo, agent telegrapher.....	80.00
Second telegrapher and clerk.....	77.50
Third telegrapher and clerk.....	77.50
Rieth, first telegrapher.....	87.50
Second telegrapher.....	87.50
Third telegrapher.....	87.50
Pendleton, first telegrapher and clerk.....	87.50
Second telegrapher and clerk.....	87.50
Third telegrapher and clerk.....	87.50
Gibbon, agent telegrapher.....	80.00
Second telegrapher and clerk.....	77.50
Third telegrapher and clerk.....	77.50

Station and Position.	Rate per Month.
Duncan, agent telegrapher.....	\$ 80.00
Second telegrapher.....	77.50
Third telegrapher.....	77.50
Huron, telegrapher.....	77.50
Meacham, agent telegrapher.....	80.00
Second telegrapher and clerk.....	77.50
Third telegrapher and clerk.....	77.50
Kamela, agent telegrapher.....	85.00
Second telegrapher and clerk.....	80.00
Third telegrapher and clerk.....	80.00
Hilgard, agent telegrapher.....	80.00
Second telegrapher and clerk.....	77.50
La Grande, Disp. Off., first telegrapher.....	92.50
Second telegrapher.....	90.00
Union Junction, agent telegrapher.....	85.00
Second telegrapher and clerk.....	77.50
Third telegrapher and clerk.....	77.50
Telocaset, agent telegrapher.....	80.00
Second telegrapher and clerk.....	77.50
Third telegrapher and clerk.....	77.50
North Powder, agent telegrapher.....	77.50
Second telegrapher and clerk.....	77.50
Third telegrapher and clerk.....	77.50
Haines, agent telegrapher.....	82.50
Baker, first telegrapher and clerk.....	85.00
Second telegrapher and clerk.....	85.00
Third telegrapher and clerk.....	85.00
Pleasant Valley, agent telegrapher.....	80.00
Second telegrapher and clerk.....	77.50
Third telegrapher and clerk.....	77.50
Durkee, agent telegrapher.....	77.50
Second telegrapher and clerk.....	77.50
Third telegrapher and clerk.....	77.50
Huntington, manager.....	100.00
First telegrapher.....	90.00
Second telegrapher.....	90.00
Third telegrapher.....	90.00
Imbler, agent telegrapher.....	77.50
Elgin, agent telegrapher.....	80.00
Wallowa, agent telegrapher.....	72.50
Enterprise, agent telegrapher.....	72.50
Joseph, agent telegrapher.....	72.50

THIRD DIVISION.

Station and Position.	Rate per Month.
Wallula, first telegrapher and clerk.....	\$ 80.00
Second telegrapher and clerk.....	80.00
Third telegrapher and clerk.....	80.00
Attalia, agent telegrapher.....	77.50
Page, telegrapher.....	77.50
Ayer Junction, agent telegrapher.....	80.00
Second telegrapher and clerk.....	77.50
Third telegrapher and clerk.....	77.50
Kennewick, telegrapher and clerk.....	75.00
Benton City, agent telegrapher.....	75.00
North Prosser, agent telegrapher.....	75.00
Granger, agent telegrapher.....	80.00
Donald, agent telegrapher.....	75.00
North Yakima, teleg. and ticket clerk.....	87.50
Adams, agent telegrapher.....	80.00
Athens, telegrapher and clerk.....	75.00
Weston, agent telegrapher.....	80.00
Milton, telegrapher and clerk.....	75.00
Walla Walla, Disp. Off., telegrapher.....	90.00
Prescott, agent telegrapher.....	75.00
Starbuck, first telegrapher.....	77.50
Second telegrapher.....	77.50
Third telegrapher.....	77.50
Touche, agent telegrapher.....	77.50
Waitsburg, telegrapher and clerk.....	77.50
Dayton, telegrapher and clerk.....	77.50
Bonanza, telegrapher and clerk.....	77.50

FOURTH DIVISION.

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Hooper Junction, agent telegrapher.....	\$ 77.50	Albion, agent telegrapher.....	\$ 77.50
Marengo, agent telegrapher.....	82.50	Pullman, telegrapher and clerk.....	77.50
Second telegrapher and clerk.....	80.00	Moscow, telegrapher and clerk.....	77.50
Third telegrapher and clerk.....	80.00	Plummer, telegrapher and clerk.....	77.50
Cheney, second telegrapher and clerk.....	77.50	Harrison, telegrapher and clerk.....	77.50
Third telegrapher and clerk.....	77.50	Rose Lake, agent telegrapher.....	77.50
Spokane, first telegrapher.....	95.00	Enaville, agent telegrapher.....	85.00
Second telegrapher.....	92.50	Telegrapher and clerk.....	77.50
Third telegrapher.....	92.50	Murray, agent telegrapher.....	72.50
Hay, agent telegrapher.....	75.00	Wardner, telegrapher and clerk.....	80.00
La Crosse, agent telegrapher.....	80.00	Wallace, telegrapher and ticket clerk..	90.00
Second telegrapher and clerk.....	77.50	Amwaco, agent telegrapher.....	75.00
Third telegrapher and clerk.....	77.50		
Winona, agent telegrapher.....	80.00		
Second telegrapher and clerk.....	77.50		
Third telegrapher and clerk.....	77.50		
Endicott, agent telegrapher.....	80.00		
Telegrapher and clerk.....	77.50		
Diamond, agent telegrapher.....	77.50		
Colfax, telegrapher and clerk.....	77.50		
Elberton, agent and telegrapher.....	82.50		
Garfield, telegrapher and clerk.....	80.00		
Tekoa, first telegrapher and clerk....	80.00		
Second telegrapher and clerk.....	80.00		
Third telegrapher and clerk.....	80.00		
Latah, agent telegrapher.....	77.50		
Fairfield, agent telegrapher.....	77.50		
Rockford, agent telegrapher.....	77.50		
Mica, agent telegrapher.....	80.00		
Second telegrapher and clerk.....	77.50		
Dishman, agent telegrapher.....	80.00		
Telegrapher and clerk.....	77.50		
Kahlotus, agent telegrapher.....	75.00		
Connell, agent telegrapher.....	75.00		
St. Johns, agent telegrapher.....	77.50		
Thornton, agent telegrapher.....	77.50		

ARTICLE XX.

Changes or Termination.

This schedule supersedes all previous schedules and rules governing rates of pay and working conditions of telegraphers and shall remain in effect until thirty days' notice in writing shall have been given by either party to the other of a desire to change or terminate the same or any part thereof.

It is understood that this schedule is subject to any change made necessary by subsequent municipal, state or federal legislation.

M. J. BUCKLEY,
General Superintendent.

E. A. KLIPPEL,
Superintendent Telegraph.

Approved:

J. P. O'BRIEN,
Vice-President and General Manager.

Pere Marquette Railway Company

(EFFECTIVE JULY 1, 1917.)

ARTICLE I.

Employees required to perform telegraph service of any character, also agents in charge of stations where telegraphers are employed, will be considered as telegraphers within the meaning of this schedule.

ARTICLE II.

Telegraphers will not be suspended or discharged without just cause. When a telegrapher is suspended or discharged for an alleged fault, he will have a fair and impartial trial within ten days after filing his request therefor with the proper official. If not satisfied with the decision rendered, he will have the privilege of appealing to higher officials and in each instance may be accompanied by his general chairman or one or more of his co-employees. If suspended for an investigation, such investigation shall be held within ten days without such request. If found blameless he will be reinstated and paid for lost time.

ARTICLE III.

All vacancies and new positions created will be immediately bulletined by "23" message over the superintendent's district, and

telegraphers will be allowed ten days in which to make application for same.

(a) The system shall be divided into two separate districts, No. 1 and No. 2. No. 1 district to include all offices in the United States; No. 2 district to include all offices in Canada. Seniority will not extend between districts Nos. 1 and 2.

The right to promotion will be governed by seniority over each respective district.

(b) When a telegrapher is transferred by order of the proper authority he will receive transportation for himself, family and household goods and will suffer no loss of schedule salary while in transit and making such transfer.

(c) When a telegrapher is transferred and after a fair trial found incapable, he will take his place on the extra list but he will retain his seniority rights. Telegraphers declining to accept promotion to any position do not forfeit their rights to it or any other position when vacancy occurs.

(d) When a telegrapher resigns or is discharged and is re-employed within six months he will take his place on the extra list and will retain his seniority rights.

(e) Seniority in any case only to take effect when new positions are created or vacancies occur.

(f) A list of telegraphers on superintendent's district will be prepared according to seniority, posted in the telegraph office at division headquarters, and revised annually. This list to be open for inspection of telegraphers upon request.

(g) If a position in the attached wage scale is abolished the telegrapher so displaced will be entitled to the position held by the junior permanently located telegrapher in the promotion territory.

ARTICLE IV.

Telegraphers attending court or investigation by request of proper official of this company shall receive compensation as when on regular duty, and if away from home, all necessary expenses.

ARTICLE V.

When telegraphers are required to take care of switch or semaphore lamps, they will be allowed three dollars (\$3.00) per month extra compensation for six or less such lamps, and fifty (50) cents for each additional switch or semaphore lamp.

ARTICLE VI.

All telegraphers securing employment with this company shall have, upon application, all service letters or recommends which may be taken up, returned to him within thirty days of the time of his employment. Telegraphers leaving the service of this company will, on request, be given a service letter stating capacity in which employed, length of service and reason for leaving.

ARTICLE VII.

Telegraphers performing duties at temporary offices, wrecks, etc., shall receive their regular wages and reasonable expenses. Telegraphers will be allowed eight hours' rest out of every twenty-four hour period upon making request.

ARTICLE VIII.

The minimum salary of telegraphers shall be sixty dollars (\$60.00) per month. Commissions paid by this company may be computed as part payment of such minimum salary, but commissions paid by other companies shall not be so included.

ARTICLE IX.

Where but one telegrapher performing telegraph service is employed, twelve (12) consecutive hours, with one (1) hour off for meal, shall be considered a day.

Where more than one telegrapher is employed, ten (10) consecutive hours, with one (1) hour off for meal, shall be considered a day. One hour will be allowed for dinner, commencing between 11:30 a. m. and 12:30 p. m. If telegraphers are required to work through the meal hour, they shall receive one (1) hour overtime as per Article X.

ARTICLE X.

Telegraphers required to remain on duty beyond their specified hours in performance of any service rendered by the company will be allowed overtime at the regular rate per

hour, with a minimum compensation of thirty (30) cents per hour. In computing overtime, less than thirty minutes will not be counted; thirty minutes and less than sixty minutes will be counted as one hour. All telegraphers, when required, will report for duty on Sundays at a stated time, and if held for service will be paid at the regular overtime rate, with a minimum of one (1) hour. If telegraphers are called to perform service before, or are required to return after their regular hours, they will be paid pro rata, with a minimum of fifty (50) cents for the first hour, regardless of whether used or not.

Neither overtime or special calls will be allowed unless statement is mailed to the proper official within forty-eight (48) hours from the time service is performed. Telegraphers will be informed if overtime as claimed is not allowed. Statements for the attendance of regular trains will not be necessary. Such time will be included in the monthly statement.

ARTICLE XI.

Telegraphers will be granted leave of absence from time to time for the purpose of attending their meetings, providing such absence does not interfere with the business of the company, and they will be granted necessary transportation over the lines of the Pere Marquette Railway. Telegraphers acting on committee or boards of adjustment will be relieved without unnecessary delay and furnished transportation to and from places of meetings.

ARTICLE XII.

There will be sufficient number of relief agents employed on each division. When a regular telegrapher is called upon to do relief work temporarily he will receive the salary of the man relieved, provided that it is not less than his own, and fifty (50) cents per day expenses while away from his regular station. Extra telegraphers doing relief work will receive same compensation. All points where men are employed less than seven days, extra telegraphers will receive fifty (50) cents per day for expenses.

ARTICLE XIII.

Telegraphers in general offices, also day and night offices, whose hours of duty begin between the hours of 5:00 a. m. and 2:00 p. m., will be considered day telegraphers.

ARTICLE XIV.

Telegraphers who have been employed with the company for two (2) consecutive years or longer will be allowed seven (7) days' leave of absence each calendar year, with full pay. If the company finds it inconvenient to grant a leave of absence, the telegrapher shall be paid for seven (7) days' extra service at his regular rate. The company shall decide the time when vacations will be granted. Applications shall be made three (3) months in advance of the time desired to be absent.

Station and Position.	Ex. Com- mission.	Rate per Mo.	Station and Position.	Ex. Com- mission.	Rate per Mo.
Grand Rapids, chief operator.....		\$120.75	Wellsboro, agent operator.....	\$ 1.90	\$ 83.38
Operators.....		97.75	La Crosse, operator clerk.....		74.75
Night chief.....		103.50	Allegan, agent operator.....		92.00
Wyoming, first operator.....		86.25	Hamilton, agent operator.....	23.60	69.00
Second operator.....		86.25	Fillmore, agent operator.....	7.05	69.00
Third operator.....		86.25	West Olive, agent operator.....	6.40	69.00
Grandville, agent operator.....	\$ 5.70	78.20	Grand Haven, agent operator.....		97.75
Second operator.....		69.00	Operator clerk.....		74.75
Third operator.....		63.25	Muskegon, operator clerk.....		80.00
Jennison, agent operator.....	12.00	63.25	North Yards, first operator.....		83.37
Hudsonville, agent operator.....	61.00	71.87	Second operator.....		78.20
Vriesland, agent operator.....	48.00	66.25	Third operator.....		72.45
Zeeland, agent and operator.....		92.00	Whitehall, agent operator.....	26.25	86.25
Operator clerk.....		74.75	Montague, agent operator.....	25.85	63.25
Waverly, first operator.....		86.25	New Era, agent operator.....	23.70	63.25
Second operator.....		86.25	Shelby, agent operator.....	77.60	63.25
Third operator.....		86.25	Operator clerk.....		69.00
Holland, first opr. and clerk.....		78.20	Mears, agent operator.....	38.25	63.25
Second operator and clerk.....		69.00	Hart, agent operator.....	103.30	74.75
Third operator and clerk.....		69.00	Operator clerk.....		69.00
East Saugatuck, agent operator.....	6.30	69.00	Pentwater, agent operator.....		78.20
Second operator and clerk.....		63.25	Brunswick, agent operator.....	12.00	69.00
Third operator and clerk.....		63.25	Holton, agent operator.....	14.60	69.00
New Richmond, agent and opr.....	6.45	69.00	Fremont, agent operator.....		98.00
Fennville, agent operator.....		78.20	Operator clerk.....		72.50
Second operator and clerk.....		69.00	Woodville, agent operator.....	5.00	69.00
Third operator and clerk.....		63.25	Sparta, agent operator.....	35.00	86.25
Bravo, agent operator.....		63.25	Kent City, agent operator.....	21.35	70.00
Pullman, agent operator.....	21.50	63.25	Casnovia, agent operator.....	14.30	74.75
Grand Junction, agent.....	14.85	72.45	Grant, agent operator.....	24.75	74.75
First operator and clerk.....		69.00	First operator clerk.....		71.90
Second operator and clerk.....		63.25	Second operator clerk.....		63.25
Third operator and clerk.....		63.25	Bailey, agent operator.....	9.40	69.10
Breedsville, agent operator.....	16.00	66.12	Newaygo, agent operator.....	31.40	80.50
Bangor, agent operator.....	98.00	74.75	Operator clerk.....		71.90
Operator clerk.....		74.75	White Cloud, agent operator.....		97.75
McDonald, agent operator.....	4.75	69.00	First operator.....		77.62
Hartford, agent.....	37.55	86.25	Second operator.....		77.62
First operator and clerk.....		74.75	Third operator.....		69.00
Second operator and clerk.....		69.00	Bitely, agent operator.....	9.30	71.88
Third operator and clerk.....		69.00	Operator clerk.....		66.12
Watervliet, agent operator.....	45.35	74.75	Peacock, agent operator.....	5.00	71.88
Operator clerk.....		74.75	Wellston, agent operator.....	8.95	69.00
Coloma, agent operator.....	38.70	74.75	Kaleva (joint), agent operator.....	4.40	38.80
Operator clerk.....		63.25	First operator.....		34.50
Riverside, agent operator.....	8.30	69.00	Second operator.....		34.50
Second operator and clerk.....		63.25	Third operator.....		32.12
Third operator and clerk.....		63.25	Henry, agent operator.....		74.75
Benton Harbor, first operator.....		86.25	Thompsonville, agent operator.....	13.85	80.50
Second operator.....		86.25	First operator.....		71.88
Third operator.....		86.25	Second operator.....		69.00
Berrien Springs, agent operator.....	12.05	66.12	Third operator (joint).....		34.50
Buchanan, agent operator.....	48.60	69.00	Bendon, agent operator.....	3.50	69.00
St. Joseph, opr. ticket clerk.....		85.00	Interlochen, agent operator.....	1.70	74.75
Stevensville, agent operator.....	12.60	69.00	Grawn, agent operator.....	4.30	69.00
Second operator and clerk.....		63.25	Boardman, first operator.....		80.50
Third operator and clerk.....		63.25	Second operator.....		80.50
Bridgman, agent operator.....	78.50	60.00	Third operator.....		80.50
Sawyer, agent operator.....	29.40	63.25	Williamsburg, agent operator.....	12.25	80.50
Second operator clerk.....		63.25	Elk Rapids, agent operator.....		86.25
Third operator clerk.....		63.25	Rapid City, agent operator.....	3.90	80.50
New Buffalo, agent operator.....	1.35	74.75	Alden, agent operator.....	10.55	80.50
Second operator.....		69.00	Bellaire, agent operator.....	18.80	80.50
Third operator.....		63.25	Operator clerk.....		70.00
Michigan City, first operator.....		78.20	Central Lake, agent operator.....	23.50	80.00
Second operator.....		72.45	Operator clerk.....		63.25
Third operator.....		72.45	Ellsworth, agent operator.....	10.50	74.75
Porter, agent.....	1.40	115.00	Charlevoix, first operator clerk.....		74.75
First operator.....		69.00	Second operator clerk.....		74.75
Second operator.....		69.00	Operator cashier.....		70.00
Third operator.....		69.00	Bay Shore, agent operator.....	4.25	69.00
LaPorte, agent operator.....		108.00	Petoskey, first operator clerk.....		77.63
Operator clerk.....		60.37	Second operator clerk.....		77.63
Hanna, agent operator.....		75	Third opr. clerk (summer).....		69.00

Station and Position.	Ex. Com- mission.	Rate per Mo.	Station and Position.	Ex. Com- mission.	Rate per Mo.
Kalaska, agent operator.....	\$ 1.55	\$ 77.63	Flint, first operator.....		\$ 80.50
Detroit, chief operator.....		120.75	Second operator.....		80.50
Operators.....		97.75	Third operator.....		78.20
Night chief operator.....		103.50	Otisville, agent operator.....	\$ 9.10	63.25
Rougemere Yards, first opr.....		78.20	Otter Lake, agent operator.....	1.75	60.37
Second operator.....		78.20	Fostoria, agent operator.....	13.40	69.00
Third operator.....		78.20	Mt. Morris, agent operator.....	8.30	74.75
Stark, agent operator.....	3.25	69.00	Clio, agent operator.....		85.00
Plymouth, first operator.....		80.50	Second operator clerk.....		69.00
Second operator.....		75.00	Third operator clerk.....		63.25
Third operator.....		75.00	Birch Run, agent operator.....	16.25	74.75
Salem, agent operator.....	5.20	74.75	Bridgeport, agent operator.....	1.65	74.75
South Lyon, agent operator.....	14.85	80.50	Saginaw Yards, first operator.....		77.62
Second operator clerk.....		69.00	Second operator.....		77.62
Third operator clerk.....		66.12	Third operator.....		77.62
Brighton, agent operator.....	31.30	69.00	Saginaw (GO), chief operator.....		120.75
Operator clerk.....		66.12	Operators.....		97.75
Howell, agent operator.....		85.00	Night chief operator.....		103.50
Operator clerk.....		71.88	So. Bay City, operator clerk.....		83.38
Fowlerville, agent operator.....		85.00	Operator.....		75.90
Operator clerk.....		71.88	Mershon, agent operator.....	5.95	77.62
Webberville, agent operator.....	67.00	67.00	Mershon Tower, first operator.....		80.50
Williamston, agent operator.....		86.25	Second operator.....		80.50
Second operator clerk.....		74.75	Third operator.....		80.50
Third operator clerk.....		63.25	Freeland, agent operator.....	20.85	73.00
Okemos, agent operator.....	3.30	69.00	Midland, agent.....		126.50
North Lansing, operator clerk.....		83.38	Operator ticket clerk.....		78.78
Delta, agent operator.....	1.50	69.00	Sanford, agent operator.....	13.55	73.60
Grand Ledge, first opr. clerk.....		80.50	North Bradley, agent operator.....	5.45	69.00
Second operator clerk.....		74.75	Coleman, agent operator.....		92.00
Third operator clerk.....		69.00	Operator clerk.....		74.75
Mulliken, agent operator.....	17.50	63.25	Mt. Pleasant, agent operator.....		97.75
Sunfield, agent operator.....	22.40	69.00	Operator cashier.....		74.75
Operator clerk.....		69.00	Beaverton, agent operator.....	32.50	70.00
Woodbury, agent operator.....	3.90	74.75	Clare (joint), opr. ticket clerk.....		37.38
Lake Odessa, agent operator.....	40.35	80.50	Harrison, agent operator.....		63.25
Operator clerk.....		69.00	Farwell, agent operator.....	9.85	74.75
Clarksville, agent operator.....	9.65	69.00	Lake, agent operator.....	6.55	69.00
Elmdale, agent operator.....	2.85	77.63	Olivers, agent operator.....		69.00
Second operator clerk.....		69.00	Sears, agent operator.....	8.35	69.00
Third operator clerk.....		69.00	Evart, agent operator.....	59.50	86.25
Alto, agent operator.....	8.85	60.38	Operator cashier.....		77.63
Fox, agent operator.....		69.00	Hersey, agent operator.....	10.45	74.75
Seymour, first operator.....		71.88	Reed City, agent operator.....		103.50
Second operator.....		71.88	Chase, agent operator.....	5.85	69.00
Third operator.....		71.88	Baldwin, operator ticket clerk.....		80.50
Ottawa Yard, first operator.....		86.25	Baldwin Tower, first operator.....		74.75
Second operator.....		80.50	Second operator.....		69.00
Erie, agent operator.....	2.40	66.12	Third operator.....		69.00
Monroe, agent operator.....		94.87	Branch, agent operator.....	5.35	69.00
Second operator clerk.....		74.75	Walhalla, agent operator.....	2.75	74.75
Third operator clerk.....		66.12	Fountain, agent operator.....	11.20	69.00
Steiner, agent operator.....		66.12	Freesoil, agent operator.....	16.00	69.00
Carleton, agent operator.....	7.65	80.50	Manistee, operator clerk.....		78.78
Operator clerk.....		69.00	Second operator.....		74.75
New Boston, agent operator.....	6.85	74.75	Custer, agent operator.....	22.90	63.25
Northville, agent operator.....		95.00	Scottville, agent operator.....	56.75	80.50
Operator clerk.....		69.00	Ludington, opr. ticket clerk.....		80.00
Novi, agent operator.....	4.70	69.00	Ludington Yards, first operator.....		74.75
Wixom (joint), agent operator.....	3.30	40.25	Second operator.....		74.75
Second operator.....		37.47	Hemlock, agent operator.....	15.05	63.25
Third operator.....		31.63	Merrill, agent operator.....	29.50	69.00
Milford, agent operator.....	36.00	80.00	Wheeler, agent operator.....	9.80	63.25
Operator clerk.....		69.00	Breckenridge, agent operator.....	28.20	70.00
Highland, agent operator.....	10.80	71.87	St. Louis, agent operator.....		95.00
Clyde, agent operator.....	8.50	71.87	Operator cashier.....		75.00
Rose Center, agent operator.....	3.40	69.00	Alma, agent.....		130.00
Holly, agent.....		97.75	First operator (joint).....		37.38
First operator.....		74.75	Second operator (joint).....		37.38
Second operator.....		71.87	Third operator (joint).....		34.50
Third operator.....		63.25	Elwell, agent operator.....	7.20	66.12
Grand Blanc, agent operator.....	9.40	71.87	Riverdale, agent operator.....		60.00
			Vestaburg, agent operator.....	13.05	66.12

Station and Position.	Ex. Com- mission.	Rate per Mo.	Station and Position.	Ex. Com- mission.	Rate per Mo.
Edmore, agent.....	\$58.60	\$ 86.25	Kinde, agent operator.....	\$36.40	\$ 63.25
First operator clerk.....		74.75	Grindstone City, agent operator.....	36.60	63.25
Second operator clerk.....		74.75	Port Austin, agent operator.....	39.60	69.00
Third operator clerk.....		69.00	Ubyly, agent operator.....	29.25	75.00
McBrides, agent operator.....	11.50	66.12	Palms, agent operator.....	6.05	75.00
Stanton, agent operator.....	33.75	80.00	Minden City, agent operator.....	25.35	63.25
Operator clerk.....		66.12	Ruth, agent operator.....	16.40	63.25
Sidney, agent operator.....	8.10	66.12	Harbor Beach, agent operator.....	56.35	74.75
Greenville, agent.....		126.50	Operator clerk.....		66.15
First operator clerk ticket.....		77.63	Port Hope, agent operator.....	27.45	60.00
Second operator clerk rate.....		75.00	Deckerville, agent operator.....	42.50	74.75
Third operator clerk.....		66.12	McGregor, agent operator.....	14.40	69.00
Operator cashier.....		77.63	Carsonville, agent operator.....	35.80	74.75
Belding, agent.....		100.00	Sandusky, agent operator.....	24.50	80.50
Operator ticket clerk.....		74.75	Applegate, agent operator.....	16.90	69.00
Operator cashier.....		74.75	Croswell, agent operator.....	78.35	74.75
Operator bill clerk.....		74.75	Operator cashier.....		71.88
Moseley, agent operator.....	4.85	69.00	Jeddo, agent operator.....	6.40	66.12
Lowell, agent.....	33.75	90.00	Memphis, agent operator.....	11.75	69.00
First operator cashier.....		74.75	Almont, agent operator.....	14.10	70.00
Second operator clerk.....		66.00	Walkerville, operator clerk.....		74.75
Freeport, agent operator.....	14.45	63.25	McGregor, agent operator.....	2.50	71.87
Blanchard, agent operator.....	17.90	63.25	Harrow, agent operator.....	53.60	65.00
Remus, agent operator.....	19.05	75.00	Kingsville, agent operator.....	68.85	69.00
Weidman, agent operator.....	16.60	66.12	Ruthven, agent operator.....	61.50	60.00
Mecosta, agent operator.....	15.35	75.00	Leamington, agent operator.....		90.00
Barryton, agent operator.....	13.65	66.12	Operator clerk.....		71.87
Rodney, agent operator.....	5.10	66.12	Wheatley, agent operator.....	75.05	66.12
Big Rapids, agent operator.....		92.00	Coatsworth, agent operator.....	24.20	63.25
Operator cashier.....		74.75	Merlin, agent operator.....	45.00	69.00
Six Lakes, agent operator.....	11.15	69.00	Blenheim, agent operator.....		97.75
Lakeview, agent operator.....		83.38	First operator clerk.....		69.00
Operator clerk.....		66.12	Second operator clerk.....		66.12
Coral, agent operator.....	13.85	69.00	Ridgetown, agent operator.....	68.90	74.75
Trufant, agent operator.....	12.80	69.00	Operator clerk.....		71.87
Gowen, agent operator.....	4.95	69.00	Highgate, agent operator.....	18.40	65.00
Orleans, agent operator.....	9.95	69.00	Muirkirk, agent operator.....	7.85	60.38
Sheridan, agent operator.....	6.50	69.00	Rodney, agent operator.....	17.55	69.00
Fenwick, agent operator.....		60.00	West Lorne, agent operator.....	19.00	69.00
Ionia, operator ticket clerk.....		78.20	Operator clerk.....		60.38
Second opr. ticket clerk.....		78.20	Dutton, agent operator.....	40.30	69.00
Night operator clerk.....		77.63	Shedden, agent operator.....	8.85	63.25
Lyons, agent operator.....	7.95	69.00	Talbot, day operator.....		74.75
Portland, agent operator.....		94.00	St. Thomas (Q) Office		
Operator clerk.....		74.75	First trick operator.....		100.00
Gera, agent operator.....	5.10	66.12	Second trick operator.....		86.25
Vassar, agent operator.....	17.95	80.50	Rondeau, agent operator.....	31.00	90.00
Operator clerk.....		74.75	Operator clerk.....		60.38
Mayville, agent operator.....	36.40	74.75	Chatham, operator cashier.....		92.00
Silverwood, agent operator.....	6.80	66.12	Operator clerk.....		74.75
Clifford, agent operator.....	5.30	80.50	Dresden, agent operator.....	72.80	74.75
Marlette, agent operator.....	56.30	80.50	Wallaceburg, agent.....		103.50
Operator cashier.....		74.75	First operator clerk.....		74.75
Brown City, agent operator.....	45.60	80.00	Second operator clerk.....		60.38
Operator cashier.....		75.00	Sombra, agent operator.....	21.70	65.00
Melvin, agent operator.....	8.30	69.00	Courtwright, agent operator.....	10.40	69.00
Avoca, agent operator.....	15.05	66.12	Sarnia, day operator clerk.....		80.50
Yale, agent operator.....	60.35	80.00	Night operator clerk.....		73.03
Operator cashier.....		69.00			
Port Huron, first operator.....		86.25	The foregoing rules and rates of pay will		
Second operator.....		74.75	be effective from July 1st, 1917.		
Fairgrove, agent operator.....	14.25	66.12	Thirty days' notice from either party will		
Reese (joint), agent operator.....	9.70	37.38	be required if any change is desired.		
Operator clerk.....		35.94			
Unionville, agent operator.....	33.00	63.50	For the Pere Marquette Railway Company:		
Akron, agent operator.....	12.30	75.00	A. L. GRANDY,		
Sebewaing, agent operator.....	119.70	69.00	Assistant General Manager.		
Operator cashier.....		75.00			
Bay Port, agent operator.....	125.50	60.00	For the Telegraphers:		
Pigeon, agent operator.....	29.20	75.00	R. M. BURR, General Chairman.		
Elkton, agent operator.....	27.10	63.25			
Bad Axe, agent.....	83.25	90.00	Approved: FRANK H. ALFRED,		
First operator clerk.....		69.00	President and General Manager.		
Second operator clerk.....		69.00			

Pittsburgh & Lake Erie Railroad Company

(EFFECTIVE MAY 1, 1917.)

1. Any employe required to telegraph or telephone in connection with train service in such positions as are shown in the following wage scale becomes a party to this agreement. New positions similar to those in the following schedule will be added to it.

2. A list of telegraphers in actual service shall be compiled in order of seniority, and a copy of same shall be furnished each telegraph office. This list shall be revised semi-annually.

3. Telegraphers, by accepting employment in other branches of the service, shall not forfeit their seniority, but may assert it only by filing applications for vacancies or new positions within six months.

4. Telegraphers who have been in the service of the company two years or more, upon due notice to the superintendent of telegraph, may be given leave of absence for not to exceed ninety days at any one time, and not more than a total of six months in two years, and at the end of period of leave or before, if desired, upon making application to the proper officer, may resume their employment at their regular positions without losing their seniority.

5. From date of signing this agreement all vacancies occurring, new positions created or emergency offices, shall be filled by telegraphers when they are available.

6. When a vacancy occurs or a new position is established, it shall be advertised by bulletin for seven (7) days, whereupon it shall be given to the man oldest in the service who has the ability to assume the duties and who makes application, in writing, within the time specified for bulletining. Applicants receiving advertised positions shall be notified and placed within seven (7) days, or if not placed within seven (7) days, pay as per Rule 19 shall apply.

7. When no application is received for a vacancy the proper official will temporarily assign a suitable person to the position, who, if a regular man, shall not receive less than his regular rate of pay, and when the position to which he is temporarily assigned pays more than his regular position, he shall receive the regular rate at that office, and in addition, when kept away from home, shall be paid \$1.50 per day for expenses.

8. A telegrapher holding a regular position and going to any other office to work extra must, after working in that office three (3) months, be permitted to resume duty at his regular position for one (1) month, and if he does not return to his regular position it shall be declared vacant and be advertised. Telegraphers so affected shall be placed on the extra list, and can assert their seniority only by filing applications for vacancies or new positions, and cannot bid on the position they made vacant until it is advertised the second time.

9. A telegrapher required to work at any other office than the one to which he is regularly assigned, shall be paid at the

higher rate. If required to work at an office where he is kept away from home, he shall be paid \$1.00 per day in addition to the regular rate. If not kept away from home, he shall be paid for any additional expense to which he may be put in going to and from the office to which temporarily assigned.

10. Offices moved one mile or less will not be considered as new offices and will not be advertised.

11. All telegraphers shall be considered in the line of promotion, advancement depending upon the faithful discharge of duty, competency and capacity for increased responsibility.

When the necessary qualifications are equal, seniority shall govern in the promotion of employes. The proper official of the company shall determine the fitness for employment and advancement. Seniority shall be reckoned from the last date of entering the service as a telegrapher.

12. Telegraphers shall not be suspended or dismissed from the service without just cause. In case of suspension or dismissal, if a telegrapher thinks his sentence unjust, he shall have the right within five (5) days to refer his case, by written statement, to the superintendent, and within seven (7) days of the receipt of this statement his case shall have a thorough investigation by the proper official (provided it does not interfere with the company's business), at which he must be present; and if he so desires, he may be represented by three employes of the telegraph department. Any witness or witnesses who may have personal knowledge of the case may also be called to testify at the hearing.

In case a suspension or dismissal is found to have been unjust, the employe so suspended or dismissed shall be paid for the time lost by such suspension or dismissal at the same rate of pay he was receiving when relieved.

13. When offices are closed or telegraphers are displaced by men older in the service, telegraphers so affected shall have the right to choose any other position in accordance with their seniority, providing they possess the necessary fitness and ability. Telegraphers dismissed, or removed from their regular positions, and reinstated as per Rule 12, must return to the positions held when dismissed or removed, and all telegraphers affected by such reinstatement will return to the position they formerly held.

A telegrapher removed from a position which he is not capable of holding shall not be permitted to displace a regular man.

14. Telegraphers who have been in the service for six (6) consecutive months and leave, shall, if requested, be given a letter by the superintendent telegraph stating the time of service, capacity employed and cause of leaving.

15. The minimum salary of telegraphers shall be \$65.00 per month.

16. In reducing the force, the necessary qualifications being equal, those youngest in the service shall be dispensed with first. When new positions are created the compensation shall be fixed in conformity with positions of similar class.

17. In three-trick offices eight consecutive hours shall constitute a day's work.

In general telegraph office, Pittsburgh, eight hours shall constitute a day's work.

In two-trick offices nine consecutive hours shall constitute a day's work. In one-trick offices ten hours, exclusive of meal hour, shall constitute a day's work.

18. Overtime shall be paid for at the rate of thirty-five cents per hour for every consecutive hour worked until relieved. When the regular rate is higher than the overtime rate, overtime shall be paid pro rata. In computing overtime actual minutes shall be counted. Employees summoned to service before or after being excused by proper authority, or leaving the office for the day, shall be paid fifty cents for the first hour or fraction thereof, and the regular overtime rate thereafter.

19. Telegraphers qualifying for regular positions shall do so at their own expense; after they have satisfied the officials of the company of their ability to fill the position, they shall be placed within seven (7) days, and if not placed within seven (7) days they shall be paid at rate of position applied for until their case is adjusted. Telegraphers qualifying under orders for emergency work shall be paid one-half time at the rate of the office where they are regularly employed for the actual number of hours so engaged.

20. Telegraphers required to perform emergency service, such as at wrecks and landslides, shall receive pay at the rate of their regular positions and in addition \$1.50 per day expenses.

21. When a telegrapher is called to attend court, or to be absent on other business for the company (except investigations held by officers of the company), full time and reasonable amount for expenses while away from home shall be allowed.

22. All telegraphers who have been in the service of the company one year and less than two years, shall have seven (7) days' annual leave with pay, or in lieu thereof seven (7) days' additional pay.

All telegraphers who have been in the service of the company two years or more, shall have fifteen (15) days' annual leave with pay, or in lieu thereof fifteen (15) days' additional pay.

23. Telegraphers desiring to exchange tricks temporarily will be permitted to do so if request is granted by the superintendent telegraph.

24. Telegraphers shall not be required to clean batteries.

25. These rules, together with the rates of pay hereby made effective, shall be printed in pamphlet form and a copy furnished each telegrapher.

26. This agreement shall take effect May 1st, 1917, and shall continue in force subject

to thirty (30) days' notice in writing from either party to the other requesting a change in same.

For the Telegraphers:

T. H. ALEXANDER,
H. H. KREISER,
C. H. SNYDER.

For the Company:

A. D. BROWN,
General Superintendent.
L. A. LEE,
Superintendent Telegraph.

Approved:

J. B. YOHE,
General Manager.

†Operator and clerk.

*Interlocking.

‡Agent and operator.

WAGE SCALE.

Station and Position.	Rate Per Month.
Haselton N Tower (N), first trick.....	\$ 93.00
Second trick	93.00
Third trick.....	93.00
Yard Office (Z), first trick.....	83.00
Second trick.....	83.00
Third trick.....	83.00
State Line Tower (CA), first trick.....	*85.00
Second trick.....	*85.00
Third trick.....	*85.00
Edenburg (DN), day trick.....	†80.00
WA Tower (WA), first trick.....	*78.00
Second trick	*78.00
Third trick.....	*78.00
New Castle Junction (J), first trick...	*93.00
Second trick.....	*93.00
Third trick.....	*93.00
SD Tower (SD), first trick.....	*78.00
Second trick	*78.00
Third trick.....	*78.00
West Pittsburgh (MO), day trick.....	†80.00
Wampum (W), day trick.....	†93.00
BX Tower (BX), first trick.....	*85.00
Second trick.....	*85.00
Third trick.....	*85.00
West Ellwood Jct. (OD), day trick...	†93.00
JA Tower (JA), first trick.....	*86.00
Second trick.....	*86.00
Third trick.....	*86.00
College Tower (CO), first trick.....	*98.00
Second trick.....	*98.00
Third trick.....	*98.00
College (CG), day trick.....	†85.00
Beaver Falls (FS), day trick.....	†98.00
PO Tower (PO), first trick.....	*75.00
Second trick.....	*75.00
Third trick.....	*75.00
JM Tower (JM), first trick.....	*93.00
Second trick.....	*93.00
Third trick.....	*93.00
Beaver (BR), day trick.....	†83.00
GX Tower (GX), first trick.....	*98.00
Second trick.....	*98.00
Third trick.....	*98.00
QA Tower (QA), first trick.....	*98.00
Second trick.....	*98.00
Third trick.....	*98.00
Aliquippa (Q), day trick.....	†86.00
South Heights (SN), day trick.....	†88.00
Stoops Ferry (SY), day trick.....	†83.00

Station and Position.	Rate Per Month.	Station and Position.	Rate Per Month.
MR Tower (MR), first trick.....	\$98.00	Belle Vernon Jct. (BV), first trick....	\$98.00
Second trick.....	*98.00	Second trick.....	*98.00
Third trick.....	*98.00	Third trick.....	*98.00
FM Tower (FM), first trick.....	*103.00	Boston (BN), day trick.....	†93.00
Second trick.....	*103.00	Scott Haven Scales (SH), night trick..	†83.00
Third trick.....	*103.00	Jacobs Creek (JC), first trick.....	†83.00
McKees Rocks Gen. Yard Office (MA)		Second trick.....	†83.00
First trick.....	83.00	Third trick.....	†83.00
Second trick.....	83.00	Whitsett Junction (WH), day trick....	†83.00
Third trick.....	83.00	Fuller (FR), day trick.....	†85.00
Round House (RH), day trick.....	†80.00	Dickerson Run (MC), first trick.....	88.00
CH Tower (CH), first trick.....	*105.00	Second trick.....	88.00
Second trick.....	*105.00	Third trick.....	88.00
Third trick.....	*105.00	Glassport (US), day/trick.....	†83.00
McKees Rocks (KS), day trick.....	†90.00	HU Tower (HU), first trick.....	*98.00
DX Tower (DX), first trick.....	*118.00	Second trick.....	*98.00
Second trick.....	*118.00	Third trick.....	*98.00
Third trick.....	*118.00	Elizabeth (QN), day trick.....	†83.00
Pittsburgh (DE).....	100.00	Monongahela (MY), first trick.....	†83.00
34th Street Tower (DU), first trick....	86.00	Second trick.....	†83.00
Second trick.....	86.00	Monessen (UN), first trick.....	†86.00
Third trick.....	86.00	Second trick.....	†86.00
HM Tower (HM), first trick.....	*91.00	Downer Junction (DJ), first trick....	†83.00
Second trick.....	*91.00	Second trick.....	†83.00
Third trick.....	*91.00	Third trick.....	†83.00
Homestead (HD), day trick.....	†93.00	Newell, Yard Office (NE), first trick...†83.00	
Rankin (XN), first trick.....	†83.00	Second trick.....	†83.00
Second trick.....	†83.00	Third trick.....	†83.00
		Newell (MH), day trick.....	†98.00

Quebec Central Railway

(EFFECTIVE AUGUST 15, 1917.)

RULES.

1. Any station employes except train dispatchers, agents at Quebec, Levis and Sherbrooke, whether termed agents, assistant agents, or otherwise performing telegraph duties, will be considered a telegrapher.

2a. The right of promotion of telegraphers as per Article I shall extend over the main line and branches.

b. All promotions under this clause will be governed by merit and ability, of which the superintendent shall be the judge. Any applicant senior to the man receiving the appointment may appeal from the decision of the superintendent if he considers himself unfairly treated. Where merit and ability are sufficient the telegrapher longest in the service shall have the preference.

3a. In case of a vacancy occurring, or of a new position being created for which telegraphers are eligible under this schedule, it will be advertised for ten days by bulletin sent by "23" message to all stations, during which time applications may be made.

Interpretation to Rule 3, Clause (a): "Position of assistants paying the minimum salary will not be advertised or assigned to any operator permanently, but senior operator will be given preference to such positions when not employed at more important stations."

b. Permanent appointments will be made within thirty days thereafter. In the event of the senior operator not accepting the vacancy, it may be assigned to the next senior applicant without further advertising.

4. A telegrapher shall not be disciplined or dismissed without cause. Any case of dismissal thought to be unjust may be referred by the telegrapher in writing to the superintendent, after which he will be given a hearing within ten days. The aggrieved party may be present at all investigations, and may be accompanied by a fellow employee of the same class. In the event of this investigation proving unsatisfactory, the case may be appealed to the higher officials in regular order. If the accused is found blameless, his record will remain as previous thereto and he will receive pay for all time lost.

5a. Telegraphers who have filled the positions of agents continuously for one year or more will be entitled to two weeks' vacation each year, full pay being allowed. This vacation to be granted when convenient, the time to be at the option of the superintendent. Vacation allowance will also be extended to other operators who have been in the company's employ for four years or more, upon recommendation of agents.

b. When consistent with good service, telegraphers may also be allowed temporary leave of absence and receive transportation over their respective divisions upon application to the superintendent, providing that the company is not put to any additional expense.

6. When a telegrapher is transferred by order of the proper official he will receive free transportation for himself, family and

household goods, and will suffer no loss of time.

7. A telegrapher called upon to attend court or an investigation at the request of the proper official of the company, will receive the same compensation as if on duty. If away from home he will be allowed reasonable expenses, any witness fees which may accrue to him being retained by the company.

8. A telegrapher performing duties at wrecks, washouts, or other emergencies will receive regular wages and reasonable expenses.

9. A telegrapher will not be required to teach telegraphy, nor will a telegrapher teach telegraphy on the company's premises without permission from the superintendent.

10a. Telegraphers required to work on Sundays will be paid pro rata on schedule wages, based on thirty days per month, but in no case at less than thirty cents per hour, with a minimum compensation of forty cents for each call, for which one hour's service shall if required be rendered.

b. An agent or assistant required to attend regular passenger trains on Sundays will be paid thirty cents for one hour's service for each train, it being understood that thirty minutes before actual arrival and thirty minutes after actual departure of such train will cover the one hour in question. He will, however, be expected to attend to other trains requiring his attention during that hour without extra remuneration.

11. Eleven consecutive hours, including meal hours will constitute a day's work for all telegraphers, overtime to be paid pro rata, based on thirty cents per hour, less than thirty minutes not to count, thirty minutes or over to count as one hour. The hours of duty of all telegraphers will be specified, and will commence between 6:00 and 9:00 a. m. when possible. It will be the duty of agents at stations where there are one or more assistants to so regulate the service of employees that the company's business will have attention without unnecessary extra time.

12. Special calls at night upon agents or telegraphers will be paid for at the same schedule rates as provided for under service on Sunday.

13. Telegraphers will be allowed to accept commissions from express and telegraph companies doing business on the railway.

14. Tickets for all overtime and for attendance on regular passenger trains on Sundays, provided for in this schedule will be made by the agent and sent to the chief train dispatcher within forty-eight hours from the time service is performed. These will be checked by the chief train dispatcher, and returned to the agent, who will attach them to the monthly pay rolls on which the extra time is shown.

15. Telegraphers will be exempt from cutting or piling wood. They will also be exempt from shoveling snow in the morning, but after platform has once been cleared it will be their duty to keep it in this condition.

16. Telegraphers will be granted free transportation and leave of absence to attend their meetings when such absence

will not interfere with the service of the company, and provided the company is not put to any additional expense.

17. A seniority list of telegraphers, covered by Article 1 of this schedule will be revised and re-issued by the company annually and will be subject to correction on proper representation from any telegrapher within thirty days.

18. When a position is abolished the telegrapher affected shall be entitled to displace the junior permanently located agent or operator as the case may be.

19. Relieving agents to be paid salary of station they are relieving with their monthly rate as a minimum.

20. Day and night assistants at Dudswell Jct., Thetford Mines, Tring Jct. and Valley Jct. will work full time on Sundays the same as week days.

21. Junior assistants will be paid a minimum of \$1.90 per day for the first year, when they will receive senior rates on qualifying.

22. The scale of wages to agents includes dwelling, where same is not provided by the company \$5.00 will be allowed monthly.

23. This agreement will remain in effect for one year from date, and thereafter until terminated by either party after thirty days' notice.

WAGE SCALE. AGENTS.

*Dwelling, light and fuel.

Station	Rate per Month.
Ascot	\$70.00
East Angus	95.00
Dudswell Jct.	100.00
Bishop's Crossing.....	70.00
Marbleton	65.00
Weedon	85.00
St. Gerard	70.00
Garthby	72.50
Disraeli	90.00
Coleraine	70.00
Black Lake	90.00
Thetford Mines	90.00
Robertson	82.00
Leeds	70.00
East Broughton	75.00
Tring Jct.	105.00
Valley Jct.	110.00
St. Mary	77.50
Scotts	77.50
St. Henedine	72.50
St. Anselme	80.00
St. Henry Village.....	65.00
Carrier Jct.	90.00
St. Victor	70.00
St. Ephrem	75.00
St. Evariste	80.00
Courcelles	75.00
St. Sebastian	65.00
St. Samuel	65.00
St. Cecile	65.00
St. Joseph	77.50
Beauceville	77.50
St. George	85.00
Morisset	72.50
St. Rose	67.50
St. Germaine	67.50
St. Justine	67.50
St. Sabine	67.50

Station	Rate Per Month.
St. Camille.....	\$ 67.00
Daaquam	67.50
Lake Frontier	70.00
First relieving agent.....	90.00
Second relieving agents.....	80.00

ASSISTANTS.

*Per month.

Station and Position.	Rate per Day.
East Angus, day.....	\$ 2.75
Night	2.55
Dudswell Jct., day.....	2.70
Night	2.60
Weedon, day.....	2.50
Night	2.30
St. Gerard, night.....	2.30
Disraeli, day.....	2.65
Night	2.55
Black Lake, day.....	2.65
Night	2.50
Thetford Mines, freight clerk.....	*90.00
Day	2.60
Night	2.70
Robertson, day.....	2.55
Leeds, night.....	2.30
East Broughton, night.....	2.30

Station and Position.	Rate per Day.
Tring Jct., day.....	\$ 2.85
Night	2.75
Night	2.50
Valley Jct., day.....	2.85
Night	2.75
Night	2.50
St. Mary, day.....	2.50
Night	2.30
Scotts, day.....	2.50
St. Anselme, day.....	2.30
Carrier Jct., day.....	2.65
Levis, day.....	2.85
St. Evariste, day.....	2.50
Courcelles, day.....	2.30
St. Joseph, day.....	2.50
Beauceville, day.....	2.50
St. George, day.....	2.50
Morisset, day.....	2.30
St. Camille, day.....	2.30
Daaquam, day.....	2.30
Lake Frontier, day.....	2.30
Day	2.30

J. P. DUGAL,

For the Telegraphers.

J. T. REID,

Superintendent.

Sherbrooke, October 3, 1917.

The Quebec, Montreal & Southern Railway Company Napierville Junction Railway Company

(EFFECTIVE MAY 1, 1917.)

The following rules will be observed in the employment of agent telegraphers and telegraphers as per schedule.

ARTICLE I.

Employees assigned to telegraph service, except train dispatchers, handling train orders, as shown in the following wage scale shall be governed by the provisions of this circular.

ARTICLE II.

Roster.

A roster of employees as defined under Article I will be prepared and a copy of same will be furnished each office annually.

ARTICLE III.

Promotion.

All promotions under this class will be governed by merit and ability, of which the superintendent shall be the judge. Where those are sufficient, the telegrapher longest in the service shall have the preference.

ARTICLE IV.

Positions—How Filled.

Vacancies or newly created positions will be advertised within ten days for a period of ten days by telegraph or circular letter to all employees; at the end of this second ten days the appointment and assignment will be made under the terms of Article III.

All temporary positions of more than thirty days' duration, excepting in case of sickness, will be advertised and filled as above. In the event of the senior applicant not accepting the vacancy it may be handed to the next senior applicant without further advertising.

Vacancies, or new positions, except in cases of emergency, will be assigned to men on extra board, who will hold same while position is being advertised and assigned.

ARTICLE V.

Meal Hours.

Dispatchers will relieve employees covered by this circular for not less than thirty minutes and not to exceed one hour for meals between the fifth and seventh hour on duty.

ARTICLE VI.

Discipline and Appeals.

(a) No entries will be made against an employee's record until he has been notified of same.

(b) Employees will be furnished an abstract of their record on request.

(c) Employees will not be suspended or discharged, except in serious cases where fault is apparent beyond reasonable doubt, until they have a hearing before the proper officials, and during such hearing they may be assisted by fellow employees of their choice.

(d) If found innocent he shall be paid for time lost.

(e) Hearings and decision will be given with as little delay as possible. Appeals must be made within thirty days.

ARTICLE VII.

Regular Men Doing Extra Work.

Employees detailed to perform service at other than their regular position will receive the compensation of the position to which they are temporarily assigned, but in no case a less amount than the compensation of their regular position.

ARTICLE VIII.

New Positions.

When new positions are created compensation will be arranged in conformity with positions of the same class covered by this schedule. When the duties of any position are materially increased, compensation will be adjusted in accordance with positions of same class. First advertisements for above positions will show rates of pay.

ARTICLE IX.

Extra Men.

Men on extra board will be worked first in, first out. Where it is impossible to get the employee who is first out to a position in time the first available man shall be used, and the man entitled to the work will be sent to take the office as soon as possible, this conditional that the vacancy will extend over a sufficient length of time to warrant making such a change. The man so used, out of his turn, goes to the foot of the extra list.

ARTICLE X.

Seniority Rights.

Employees absent by permission or account of sickness upon returning to duty will have the rights to displace any junior employee from any position if such position has been bid in during their absence, and shall have all the rights they would have had had they been on duty.

Employees taking advantage of the above rule must make their choice within fifteen days from date of reporting for duty.

(The intent of this article is to provide for displacement in the interest of an employee who is actually away from the property and therefore could not have placed a bid).

ARTICLE XI.

Loss of Seniority Rights.

Employees leaving service in this department to accept service in other department will forfeit their seniority rights after an absence of ninety days.

ARTICLE XII.

Relief.

Employees will be granted leave of absence so far as is consistent with good service, and will be relieved as soon as possible after application for same is made.

ARTICLE XIII.

Moving.

Employees bidding in positions will be granted free transportation to a suitable

point on the Q. M. & S. Ry., and Napierville Junction Ry. Co.'s for themselves and dependent members of their family and household goods, if lawful.

Such arrangements to be made after negotiation with the superintendent.

ARTICLE XIV.

Attending Court.

Employees attending court or on any other business for the company other than that covered by this circular to which they are assigned by proper authority will be paid their regular rates of pay per day, and if called on to leave home necessary expenses will be paid. Mileage and other fees to be turned over to the company.

ARTICLE XV.

Committee Men.

Committee men will be granted necessary leave of absence and transportation and will retain their seniority rights.

ARTICLE XVI.

(a) Upon signing of this agreement all previous schedules and agreements shall be void.

(b) This agreement shall be in effect from February 1, 1916, until February 1, 1917, and thereafter until thirty days' notice shall have been given by either party to the other of a desire to change or terminate the same or any part thereof.

The Quebec Montreal & Southern Railway Company,

The Napierville Jct. Railway Company,

(Signed) A. L. CURRIE,
Superintendent.

The Committee of Agent Telegraphers and Telegraphers of The Quebec Montreal & Southern Railway Company, and The Napierville Junction Railway Company.

(Signed) J. PERRAULT,
Chairman.

WAGE SCALE.

SHORE DIVISION.

Station and Position.	Rate per Month.
Longueuil	\$ 45.00
Boucherville	40.00
Varennnes	50.00
Vercheres	45.00
Contrecoeur	42.50
St. Roch	42.50
Sorel, agent	92.00
Assistant agent	50.00
Operator and ticket	45.00
Bellevue Jct., operator	40.00
Yamaska	43.00
St. Francois Du Lac	45.00
Pierreville, agent	40.00
Assistant agent	30.00
LaBaie	45.00
Nicolet	49.50
St. Gregoire	43.50
Eecancourt	40.00
Gentilly	40.50
Becquets	42.50

N. J. RY. DIVISION.

Station and Position.	Rate per Month.
Delson Jct.....	\$ 60.00
Lacolle	50.00
St. Edouard.....	40.00
Napierville	50.00

SOUTHERN DIVISION.

Station and Position.	Rate per Month.
St. Robert.....	\$ 33.00
St. Alme.....	45.00
St. Louis.....	33.00
St. Judes.....	42.50
St. Barnabe (south).....	42.50
St. Hyacinthe, agent.....	80.00
Operator	60.00
St. Damase.....	40.00
Rougemont	40.00
Ste. Angele.....	40.00
Mt. Johnson.....	40.00
Iberville Jct., agent.....	85.00
Operator	60.00
Sabrevois	42.50
Henryville	50.00
Clarenceville	42.50
Noyan Jct., agent.....	75.00
Operator	55.00

The attached constitutes a supplementary agreement to the agreement with the agent telegraphers and telegraphers of the Quebec, Montreal and Southern Railway Company now in effect, and involves only changes in rates.

The following additions to the working agreement will also apply, viz.:

ARTICLE IV-A.

Twelve hours or less, including meal period, shall constitute a day's work.

ARTICLE IV-B.

When train or telegraph service requires the attention of an employe beyond the regular established hours, overtime will be granted pro rata.

Overtime will not be allowed unless overtime slips are mailed to the proper office within twenty-four hours after service is performed.

When overtime is not allowed, as per slip, notice with explanation will be given.

In computing overtime, thirty minutes or less will not be counted, over thirty minutes will be counted as one hour.

ARTICLE IV-C.

When employes are called to perform service before or after their regular hours of duty overtime will be allowed pro rata as per Article IV-b.

The attached schedule of wages shall be in effect from June 1, 1917, to June 1, 1918, and the working agreement as present in effect with addition as embodied herein under Articles IV-a, IV-b and IV-c, will be effective from August 1, 1917, to June 1, 1918, and thereafter, until thirty days' notice shall have been given by either party to the other of a desire to change same, or any part thereof.

The Quebec, Montreal and Southern Railway Company.

By A. L. CURRIE, Superintendent.

The Agent Telegraphers and Telegraphers of the Quebec, Montreal and Southern Railway Company,

By J. PERRAULT, Chairman.

June 24th, 1917.

WAGE SCALE.

Station and Position.	Rate per Month
Longueuil	\$ 50.00
Boucherville	45.00
Varennes	53.00
Vercheres	53.00
Contrecoeur	43.00
St. Roch.....	45.00
Sorel, agent.....	100.00
Assistant agent.....	53.00
Operator and ticket clerk.....	53.00
Clerk	43.00
Bellevue Jct., operator.....	45.00
Yamaska	48.00
St. Francois Du Lac.....	50.00
Pierreville, agent.....	50.00
Assistant agent.....	35.00
LaBaie	50.00
Nicolet	55.00
St. Gregoire.....	48.00
Becancourt	45.00
Gentilly	45.00
Becquets	47.00
St. Alme.....	50.00
St. Louis.....	40.00
St. Judes.....	47.00
St. Barnabe (south).....	47.00
St. Hyacinthe, agent.....	90.00
Operator	66.00
St. Damase.....	45.00
Rougemont	45.00
Ste. Angele.....	45.00
Mt. Johnson.....	45.00
Iberville Jct., agent.....	95.00
Operator	66.00
Sabrevois	45.00
Henryville, agent.....	60.00
Assistant agent.....	30.00
Clarenceville	47.00
Noyan Jct., agent.....	90.00
Operator	60.00

Quincy, Omaha & Kansas City Railroad Company

and

Iowa & St. Louis Railway

(EFFECTIVE FEBRUARY 1, 1917.)

RULE I.

The following list, showing location, occupation and rate of pay enumerates the employees covered by this schedule who will be considered telegraphers within the meaning of these articles:

QUINCY, OMAHA & KANSAS CITY DIVISIONS.

*Additional \$10.00 road master's clerk.

Station and Position.	Rate per Month.
Quincy, day operator and cashier.....	\$ 80.00
Night operator and clerk.....	70.00
Maywood, agent operator.....	57.50
Durham, agent operator.....	55.00
Ewing, agent operator.....	62.50
Lewistown, agent operator.....	62.50
LaBelle, agent operator.....	72.50
Operator clerk.....	55.00
Knox, agent operator.....	67.50
Edina, agent operator.....	75.00
Operator clerk.....	60.00
Hurdland, agent operator.....	67.50
Brashear, agent operator.....	62.50
Kirksville, operator clerk.....	65.00
Novinger, operator clerk.....	65.00
Stahl, agent operator.....	55.00
Castle, agent operator.....	60.00
Green City, agent operator.....	72.50
Milan, two operators, each.....	85.00
Reger, agent operator.....	55.00
Humphreys, agent operator.....	55.00
Gault, agent operator.....	62.50
Dunlap, agent operator.....	55.00
Trenton, agent operator.....	92.50
Cashier and operator.....	70.00
Operator clerk.....	55.00
Brimson, agent operator.....	55.00
Melbourne, agent operator.....	55.00
Gilman, agent operator.....	67.50
Operator clerk.....	55.00
Coffey, agent operator.....	57.50
Pattonsburg, agent operator.....	72.50
Operator clerk.....	55.00
Santa Rosa, agent operator.....	55.00
Weatherby, agent operator.....	55.00
Braley, agent operator.....	55.00
Plattsburg, agent operator.....	75.00
Trimble, agent operator.....	60.00
Smithville, agent operator.....	67.50
Operator clerk.....	*55.00
Nashua, agent operator.....	57.50
Gashland, agent operator.....	57.50
Avondale, operator and ticket agent..	65.00

IOWA & ST. LOUIS DIVISION.

Station and Position.	Rate per Month.
Coal City, agent and telegraph opr....	\$ 55.00
Livonia, agent and telegraph operator	55.00
Worthington, agent and telegraph opr.	57.50
Connelsville, agent and telegraph opr.	57.50
Yarrow, agent and telegraph operator	55.00
Gifford, agent and telegraph operator	67.50

RULE II.

Working Day—Hours—Meal. Hours—Over-time.

(a) Except as hereinafter provided, a regular working day shall consist of twelve (12) hours, including meal hour, generally from 7:00 a. m. to 7:00 p. m., or from 7:00 p. m. to 7:00 a. m.

When telegraphers are required to come on duty before 6:00 a. m. they will be allowed one hour for a meal between 6:00 a. m. and 8:00 a. m.

When required to remain on duty after 7:30 p. m. they will be allowed one hour for a meal between 5:00 p. m. and 7:00 p. m.

In case hours are split, overtime will be allowed for time beyond a spread of twelve (12) consecutive hours for twelve-hour men, and for nine (9) hour men, overtime will be allowed for time beyond a spread of nine (9) consecutive hours; meal hour, if allowed nine-hour men, not to be counted, but in no case shall the hours of twelve-hour men be fixed beyond the limit of 5:00 a. m. and 9:00 p. m., or from 5:00 p. m. to 9:00 a. m. No trick to be split more than once, except as provided in Article X; a straight meal hour not to be considered a split.

(b) At stations operated during a portion of the day and a portion of the night, a total of more than thirteen (13) hours, the hours of service employees handling train orders or block must not exceed nine (9), and be within a period of twelve (12) hours, except in case of emergency.

For nine (9) consecutive hours' service no allowance will be made for meals.

When the regularly assigned nine (9) hours of service are not consecutive and one hour is not given for meal, commencing between 11:30 and 1:30 noon or midnight, or commencing between 6:00 and 8:00 a. m. or p. m., one hour's overtime will be allowed, unless excused at the expiration of nine (9) hours. It must be understood that but one meal hour is to be provided for.

When assigned the hours, the meal hour will be designated.

(c) In relay offices overtime will be allowed beyond a spread of eight (8) consecutive hours; meal hour, if allowed for eight (8) hour men, not to be counted.

Overtime will be paid to telegraphers required to remain on duty by proper authority in excess of regularly established hours. In computing overtime, thirty (30) minutes or less will not be counted; over thirty (30) minutes will be counted one hour. Time over one hour will be computed to the nearest half hour.

Telegraphers will be notified by the proper official without delay when claim for overtime or for compensation on any other account is disallowed.

Except as hereinafter provided for extra calls, overtime will be paid for at the rate

of thirty cents (30c) per hour, except in cases where the schedule rate pro rata is greater, when the schedule rate will apply.

Telegraphers, except those also performing the duties of levermen, will be allowed one hour for meals, commencing between 11:30 a. m. and 1:30 p. m. and between 11:30 p. m. and 1:30 a. m., when the business will permit.

When held on duty by the dispatcher, they will receive pay for the meal hour. When the meal hour is worked, thirty (30) minutes will be allowed for lunch at the first opportunity.

RULE III.

Calls.

Telegraphers called outside of their regular hours will be allowed fifty cents (50c) for the first hour, or any part thereof, and thirty cents (30c) for each additional hour.

RULE IV.

Vacancies—Promotion—Seniority.

Where vacancies occur, or new positions are created, they will be bulletined within five days to all offices on the line and will be filled within twenty-five (25) days by promotion of telegraphers in accordance with the following conditions:

First—Fitness for position:

Second—Previous record for faithful service;

Third—Seniority in service.

Other things being equal, seniority governs.

Telegraphers must file applications within five (5) days of the date of the bulletin.

The proper official will advise the local chairman of all applications received and of the name of the person selected.

If any telegrapher declines to accept promotion offered him, he will not lose his seniority rights thereby. Telegraphers may accept any position bulletined to which by seniority rights under provisions of this rule they may be entitled.

Telegraphers desiring position in relay office may file application for same with the proper officer.

Seniority rights will date from the last time of entering the service, and will extend over both lines, also, relay office's rights will extend over both lines.

Trading positions will not be permitted.

When a telegrapher is transferred, and after a fair trial is found not qualified for the position, he will be placed on the extra list, but will retain his seniority.

When reducing force, the service of the youngest telegrapher will, other things being equal, be dispensed with first. Telegraphers whose services are so dispensed with will retain their seniority on extra list for three months.

Seniority will be effective only when vacancies occur or new positions are created, except that telegraphers promoted or assigned to other duties or granted leave of absence will retain their seniority and may, with the consent of the management, resume their former positions.

RULE V.

New Positions.

When new positions are created they will be added to the list covered by Rule I, and

compensation will be arranged in conformity with positions of the same class shown in this schedule. The rates so made to be subject to revision by agreement, if appeal is made within thirty (30) days.

RULE VI.

Vacancies.

When it becomes necessary to employ additional telegraphers the proper officer, will at his discretion, and so far as practicable employ telegraphers from either line who are satisfactory and have a good record.

Vacancies in non-telegraphic positions in station service will be filled as far as practicable by telegraphers, and vacancies in telegraphic or telephonic positions may be filled from other station employes, according to Rule IV.

RULE VII.

Relief Telegraphers.

When a telegrapher is called upon to temporarily relieve another he will receive the rate of pay of the position of the man relieved, but in no case less than his regular pay. This rule is not intended to apply to relief agents and telegraphers paid at a regular monthly salary for such work.

When vacancies occur, or additional position of relief agent or telegrapher is created, notice of same will be furnished all telegraphers in order that they may present their applications for consideration.

Assigned telegraphers will not be required to do relief work except in case of emergency. When required to perform such service at other than the station to which they are assigned, they will suffer no loss of compensation in changing from one position to another and will receive the compensation of the positions in which they do relief work, but not less than \$15.00 per month greater than the compensation of their assigned positions. This does not apply to telegraphers who voluntarily accept relief work.

RULE VIII.

When telegraphers are transferred to accept bulletined positions, incoming and outgoing telegraphers will be allowed pay for the day on which transfer is made, at old and new position, on basis of position vacated, except that in case the telegrapher transferred works both old and new position in the same day, but one day's pay will be allowed. Incoming telegraphers held by order of the company awaiting check will be paid salary of position they are leaving for time so held.

RULE IX.

Telegraphers desiring to be checked in by an auditor after reporting for duty following a leave of absence will give the proper officer notice of such desire. If check is delayed beyond five days the telegrapher will be paid for all time held out of service on that account.

RULE X.

Running Pumps.

If telegraphers are required to run pumps, they will be paid \$7.50 per month for gasoline pumps and \$10.00 per month for steam pumps, in addition to their regular pay.

RULE XI.**Sunday Services.**

So far as possible, telegraphers will be excused from duty on Sunday without reduction in pay. Should they be held unnecessarily by proper authority, they will communicate the fact to the proper officer immediately by mail. At stations where the agent is also the telegrapher and where no other telegraphers are employed, the agent will not be required to work to exceed a total of eight (8) hours on Sunday. If required to work more than eight (8) hours, or beyond a spread of twelve (12) hours, overtime will be allowed.

RULE XII.**Attending Court and Investigations.**

Telegraphers attending court or inquest under instructions from the proper officer will be paid full time for time lost, and living expenses, if away from home; if no time is lost, actual time at their overtime rate will be allowed while so engaged; the company to receive the witness fee. Telegraphers attending company investigations will be paid full rates for time lost when not found at fault.

RULE XIII.**Suspension and Retirement.**

In case of suspension or discharge of any telegrapher, he may, if he desires, have a thorough investigation by the proper officer. Such desire shall be signified in writing within ten (10) days of the date of suspension or discharge, and the investigation shall be begun as soon as possible, but within ten (10) days of such notice, and proceed with as little interruption as may be until completed. The telegrapher shall have full opportunity to present his case and offer testimony, and may be accompanied by a fellow employe. If the suspension or dismissal shall be found to have been without just cause, the telegrapher shall be reinstated and paid for the time lost.

RULE XIV.**Service Record.**

Service records will be kept in the office of the proper officer where telegraphers will be accorded the privilege of inspecting their individual records.

RULE XV.**Seniority List.**

A revised seniority list of telegraphers of each division will be furnished the local chairman on the first of July of each year.

RULE XVI.**Service Letters.**

When telegraphers who have been in the service three months or more leave the service, they shall, if they so desire, be furnished a letter, stating time, kind and character of service, and whether leaving on account of resignation or dismissal.

RULE XVII.**Switch and Semaphore Lamps—Care of Building.**

At stations where section men, porters, or helpers are employed telegraphers will

not be required to attend switch, home or distant semaphore lights.

Telegraphers are required to care for train order signal lights on one mast only. Where there are more than two of these lights at any station, telegraphers will be relieved of the work or paid for excess number of lights at the rate specified herein.

At stations where there are no other employes, telegraphers may be required to care for two switch or semaphore lights without additional compensation. When more than two are required to be cared for they will be paid fifty cents (50c) per month per light for such additional lights.

Telegraphers may be required to extinguish any train order and block signal lights when station is closed.

Night telegraphers are expected to re-light any switch or semaphore lamp that may become extinguished at night.

At stations where agents and telegraphers have exceptionally heavy duties and not sufficient time to scrub station, other provisions will be made. Agent telegraphers will see that their stations are kept neat and clean.

RULE XVIII.**Emergency Duty.**

Telegraphers performing duties at all temporary offices, wrecks, washouts, slides, snow blockades, or other similar emergency offices will receive a minimum of \$2.50 per day of ten (10) hours or less, and overtime at regular overtime rate, and no other compensation.

Time will be computed from time they start until they return, except for such time as they may be relieved from duty.

RULE XIX.**Fines.**

Telegraphers will not be required to pay fines on account of breakage.

RULE XX.**Date Effective.**

These rates of pay and rules will be effective February 1, 1917, and no change will be made before February 1, 1918, except by consent of both parties hereto upon thirty (30) days' notice by either.

RULE XXI.

Telegraphers will be furnished a copy of this wage scale and schedule,

QUINCY, OMAHA & KANSAS CITY R. R.
CO. IOWA & ST. LOUIS RAILWAY.

W. B. THROOP,
General Superintendent.

C. J. GREENE,
In charge of Agents, Telegraphers.

L. E. SCHOENE,
Local Chairman.

WICK FISHER.
D. S. BAGBY.

Richmond, Fredericksburg & Potomac Railroad and Washington Southern Railway

(EFFECTIVE OCTOBER 1, 1917.)

STATION AGENTS.

RULE I.

This schedule applies to such station agents as are specified in the wage scale.

RULE II.

Operators advanced to agents will not lose their standing as operators.

RULE III.

Agents will be regarded as in line of promotion, advancement depending upon faithful discharge of duty and capacity for increased responsibility.

Where ability is equal, seniority will have preference.

RULE IV.

When regular positions are abolished, or offices closed, the agents affected will be eligible to any position to which their seniority and merit give them the right.

Agents will be granted leave of absence only when it can be done without detriment to the service.

RULE V.

Agents relieved for investigation will be given a prompt hearing, and if found blameless their lost time will be allowed.

Agents, for attending court, or while being held from duty to attend court, in behalf of the company, will be paid their regular salaries and reasonable expenses.

RULE VI.

Agents will not be disciplined without just cause, and have the right of appeal if they consider their discipline unjust, or that they have been discriminated against and may select an agent who is on the same road to be present, and both will be allowed to see and hear all the evidence bearing on the same.

RULE VII.

Agents not employed as operators required to perform the duties of an operator pertaining to the movements of trains in addition to their duties as agent will be paid extra at the rate of sixty cents (60c) per hour.

RULE VIII.

Agents who have been in the service of the company for a period of not less than two (2) years, and who are required to work on Sundays and legal holidays, will be granted a leave of absence of fifteen (15) days annually on full pay.

RULE IX.

Regular agents called upon for temporary duty away from their regular offices in case

of accident will be paid sixty cents (60c) per hour, time to be computed from the time they leave home and until they return home.

RULE X.

All vacancies as agent will be bulletined within ten (10) days and will be filled as promptly as practicable, after vacancies occur or new positions created. The applicant assigned to such position will not be permitted to make application for his former position until same has been once filled and again becomes vacant.

RULE XI.

Twelve (12) hours will constitute a day's work for exclusive agents. If kept on duty or required to remain on duty for additional service they will be paid overtime at the rate of sixty cents (60c) per hour.

RULE XII.

Students will not be allowed at any office of the company without permission from the proper officer, and in no case will there be allowed more than one student in any office.

RULE XIII.

No changes will be made in these rules and regulations, and scale of wages without thirty days' written notice.

Rates of Pay for Exclusive Agents.

Station.	Rate per Month.
Glen Allen.....	\$ 95.00
Ashland	105.00
Rutherglen	95.00
Penola	95.00
Milford	110.00
Woodslane	95.00
Guinea	95.00
Summit	95.00
Brooke	95.00
Widewater	95.00
Quantico	110.00
Cherry Hill	95.00
Ocoquan	105.00
Lorton	90.00
Accotink	75.00
Franconia	95.00
Relief agents.....	105.00

W. D. DUKE,
General Superintendent.

TELEGRAPHERS.

RULE I.

This schedule applies to all telegraph and telephone operators and levermen. Telephone operators are those who by the use of the telephone perform the duties of a telegraph operator.

RULE II.

(a) Operators advanced to agents will not lose their standing as operators.

(b) Regular operators will be paid their regular salaries when traveling under orders.

(c) When a regular operator is called upon to work at a place other than his regular position, he will be paid one dollar (\$1.00) per calendar day for expenses.

(d) When a regular operator is moved temporarily, he will be paid the salary applying to the position he fills, but not less than his regular salary.

RULE III.

(a) Operators will be regarded as in line of promotion; advancement depending upon faithful discharge of duty and capacity for increased responsibility. Where ability is equal, seniority will have preference.

(b) When regular positions are abolished, or offices closed, the operators affected will be eligible to any position to which their seniority and merit give them the right; such right to be exercised within fifteen (15) days.

RULE IV.

(a) Operators will be granted leave of absence only when it can be done without detriment to the service.

RULE V.

(a) When vacancies occur or new positions are created, they will be advertised within ten (10) days, and accepted or declined within ten (10) days. The position will be assigned within thirty (30) days. The applicant assigned to such position will not be permitted to make application for his former position until same has been once filled and again becomes vacant.

(b) In filling vacancies known to be of fifteen (15) days or more duration, the oldest competent extra operator in the service will be given preference.

RULE VI.

(a) Regular operators called upon to work extra away from their regular offices in case of accident will be paid sixty cents (60c) per hour. Time to be computed from the time they leave home until they return home.

(b) Operators not employed as agents required to perform the duties of an agent in addition to their duties as operator, will be paid extra at the rate of sixty cents (60c) per hour.

RULE VII.

(a) Operators will not be disciplined without just cause, and have the right to appeal if they consider their discipline unjust, or that they have been discriminated against; and may select an operator who is on the same road to be present, and both will be allowed to see and hear all the evidence bearing on the same.

(b) Operators relieved for investigation will be given a prompt hearing, and, if found blameless, their lost time will be allowed.

(c) Operators attending court, or while being held from duty to attend court in behalf of the company, will be paid their regular salaries and reasonable expenses.

RULE VIII.

Regular operators who have been in the service of the company for a period of not less than two (2) years, and who are required to work on Sundays and legal holidays, will, upon request, be granted a leave of absence of fifteen (15) days annually on full pay, or in lieu thereof fifteen (15) days' pay.

RULE IX.

Students will not be allowed at any office without permission from proper officer, and in no case will there be allowed more than one student in any office.

RULE X.

(a) At offices where two or more operators are employed, eight (8) consecutive hours will constitute a day's work.

(b) Overtime will be paid at the rate of sixty cents (60c) per hour, except where the regular rate of pay exceeds the overtime rate. In which case overtime will be paid pro rata.

(c) In computing overtime less than thirty (30) minutes will not be counted; thirty (30) minutes or more and less than one hour to be counted one hour.

(d) Overtime will not be allowed unless reported to the superintendent of telegraph within forty-eight (48) hours, and operators will be notified when overtime is not allowed. Overtime slips to be used as at present.

RULE XI.

Eight (8) consecutive hours will constitute a day's work for all levermen. Overtime will be paid at the rate of thirty-five cents (35c) per hour. Levermen, upon request will be granted a leave of absence of ten (10) days annually on full pay or in lieu thereof ten (10) days' pay.

RULE XII.

No change will be made in these rules and regulations and scale of wages without thirty (30) days' written notice.

WAGE SCALE.

Station and Position.	Rate per Month.
(K) Office, Richmond, first operator.....	\$105.00
Second operator.....	105.00
Third operator.....	105.00
(MO) Office, Richmond (8 hrs.), operator and clerk.....	92.00
Clopton, first operator and clerk.....	96.00
Second operator and clerk.....	96.00
Third operator and clerk.....	96.00
(JR) Block Station, first operator.....	96.00
Second operator.....	96.00
Third operator.....	96.00
(BN) Block Station, first operator....	96.00
Second operator.....	96.00
Third operator.....	96.00
Freight Depot, Richmond (9 hours), operator and clerk.....	90.00
(AC) Block Station, first operator....	96.00
Second operator.....	96.00
Third operator.....	96.90
Doswell, first operator.....	96.00
Second operator.....	96.00
Third operator.....	96.00
(RX) Block Station, first operator....	81.00
Second operator.....	81.00
Third operator.....	81.00

Station and Position.	Rate per Month.
(MA) Block Station, first operator.....	\$ 81.00
Second operator.....	81.00
Third operator.....	81.00
Fredericksburg, first operator.....	96.00
Second operator.....	96.00
Third operator.....	96.00
(CS) Block Station, first operator.....	81.00
Second operator.....	81.00
Third operator.....	81.00
Quantico, first operator.....	81.00
Second operator.....	81.00
Third operator.....	81.00
(CW) Block Station, first operator.....	81.00
Second operator.....	81.00
Third operator.....	81.00
(AF) Block Station, first operator.....	96.00
Second operator.....	96.00
Third operator.....	96.00

Station and Position.	Rate per Month.
(X) Block Station, first operator.....	\$ 96.00
Second operator.....	96.00
Third operator.....	96.00
(RO) Block Station, first operator.....	96.00
Second operator.....	96.00
Third operator.....	96.00
Potomac Yard, first operator.....	100.00
Second operator.....	100.00
Third operator.....	100.00
Fourth operator.....	100.00
Potomac Transfer (9 hours), operator and clerk.....	90.00
Massaponax (10 hours), operator and clerk.....	95.00
Relief operator.....	95.00
Leverman (AF), three men.....	60.00

C. W. CULP,
Superintendent Transportation.

Rutland Railroad Company

(EFFECTIVE JULY 1, 1917.)

1. The following rules and rates of pay will apply to all positions shown in the following wage schedule:

2. A roster of the agents and operators covered by Rule 1 will be prepared and a copy of same furnished each office annually.

3. All employees covered by Rule 1 are in line for promotion on the entire road according to their length of service, depending upon their general good conduct, faithful discharge of duties and ability to assume increased responsibility, the assistant superintendent to be the judge of the qualifications.

4. When permanent vacancies occur or new positions of agent operator or operator are created they will be advertised within ten (10) days for a period of ten (10) days, and will be assigned within ten (10) days thereafter, and all bidders advised.

5. Any employee covered by these rules shall not be suspended or discharged without just cause. In case any employee is suspended or discharged for reasons which he may consider unjust he shall have the right to take the matter up with his immediate superior officer within two weeks. Failing to adjust the matter he may call upon any other employee of good standing on the same district, or a committee representing the employees covered by Rule 1 to represent him. In case he is dissatisfied with the result of the investigation he shall have the right to appeal his case in the regular order to the highest official of the company. If upon investigation an employee is relieved of the charges against him he shall receive full pay for the time lost.

6. Twelve consecutive hours or less, including meal hour, will constitute a day's work. The hours of service to be arranged to suit the requirements.

7. When the train or telegraph service require the attention of an employee beyond the regular established hours overtime will be allowed pro rata with a minimum of twenty-five cents (25c) per hour. In computing over-

time thirty (30) minutes or less will not be counted, over thirty (30) and less than sixty (60) will be counted one hour. Requests for overtime must be filed within twenty-four (24) hours from time service is performed. Overtime slips will be provided. Note—This overtime rate effective July 9, 1917.

8. Dispatchers will relieve employees for not less than thirty (30) minutes nor more than one (1) hour for meals between 11:30 a. m. and 1:30 p. m.; if unable to do so one hour's overtime will be paid and thirty (30) minutes allowed as soon as possible thereafter. This rule not to apply to employees working less than ten (10) hours per day.

9. In case an operator is called by proper authority for extra duty before or after regular hours he will be allowed fifty cents (50c) for the call, and if held on duty longer than one hour, overtime rate will apply after the first hour.

10. Employees attending court or on other business for the company to which they are assigned by proper authority will be paid their regular rates of pay per day. If called on to leave home, necessary expenses will be paid, mileage and other fees to be turned over to the company.

11. Employees detailed to perform temporary service at other than their regular position will receive the salary of the position to which they are temporarily assigned, but in no case a less amount of salary than their regular position, and will be allowed at the rate of \$1.00 per day for the time thus employed for necessary expenses.

12. When new positions are created compensation and hours will be arranged in conformity with the positions of same class covered by this schedule. First advertisements of such positions will show working hours and rates of pay.

13. Employees transferring from one position to another by order of the company will be furnished free transportation for dependent members of their families and household goods, if lawful.

14. Employees will be granted leave of absence so far as may be consistent with good service, and will be relieved as soon as possible after application.

15. When it becomes necessary to reduce the force it shall be the practice so far as possible with due regard to the qualifications of the men, to displace the youngest man in the service, holding a regular position, provided such position has not been held more than two (2) years.

16. Committeemen will be granted necessary leave of absence and transportation, and will retain their roster rights/

G. L. R. FRENCH,
General Superintendent.

Approved:

GEO. T. JARVIS,
Vice-President and General Manager.

FIRST DISTRICT.

Station and Position.	Rate per Month.
Clarendon, agent and operator.....	\$ 60.00
Wallingford, agent and operator.....	61.00
Operator and clerk.....	60.00
So. Wallingford, agent and operator..	53.00
Danby, agent and operator.....	59.00
East Dorset, agent and operator.....	68.00
Manchester, agent.....	93.00
First trick operator and clerk.....	67.00
Second trick operator and clerk...	67.00
Sunderland, agent and operator.....	60.00
Arlington, agent and operator.....	55.00
Operator and clerk.....	64.00
Shaftsbury, agent and operator.....	66.00
So. Shaftsbury, agent and operator...	61.00
No. Bennington, first trick operator and clerk.....	73.00
Second trick operator and clerk..	68.00
Third trick operator and clerk...	65.00
Bennington, operator and ticket clerk	78.00
Petersburgh, agent and operator.....	60.00
Berlin, agent and operator.....	41.00
Operator and clerk.....	60.00
Stephentown, agent and operator.....	68.00
Lebanon Springs, agent and operator.	60.00
New Lebanon, agent and operator...	57.00
Bainard, agent and operator.....	67.00
Old Chatham, agent and operator.....	60.00
Chatham, first trick operator and clk	77.50
Second trick operator and clerk...	68.00

SECOND DISTRICT.

Station and Position.	Rate per Month.
Isle La Motte, agent and operator....	\$ 61.00
North Hero, agent and operator.....	55.50
Grand Isle, agent and operator.....	55.50
South Hero, agent and operator.....	55.50
Burlington, first trick opr. and clk.	70.00
Second trick operator and clerk....	70.00
Shelburne, agent and operator.....	75.00
Operator and clerk.....	65.00
Charlotte, agent and operator.....	53.00
No. Ferrisburgh, agent and operator.	59.50
Ferrisburgh, agent and operator.....	41.00
Vergennes, agent and operator.....	90.00
Second trick operator and clerk....	65.00
Third trick operator and clerk...	63.00
New Haven Jct., agent and operator.	58.00
Operator and clerk.....	68.00
Beldens, agent and operator.....	53.00

Station and Position.	Rate per Month.
Middlebury, agent.....	\$ 90.00
First trick operator and clerk....	71.00
Second trick operator and clerk..	64.50
Third trick operator and clerk....	64.50
Salisbury, agent and operator.....	61.00
Leicester Jct., agent and operator...	63.50
Brandon, agent and operator.....	55.00
First trick operator and clerk....	67.00
Second trick operator and clerk....	65.00
Florence, agent and operator.....	66.00
Pittsford, agent and operator.....	65.00
Proctor, agent and operator.....	55.00
Operator and clerk.....	71.00
Ctr. Rutland, agent and operator.....	66.00
Rutland (Q), operator.....	72.00
(RX), first trick operator.....	72.00
Second trick operator.....	72.00
Third trick operator.....	72.00
E. Clarendon, agent and operator....	59.00
Cuttingsville, agent and operator....	64.00
E. Wallingford, agent and operator...	62.00
Mount Holly, agent and operator....	57.50
Summit, agent and operator.....	63.00
Second trick operator.....	63.00
Third trick operator.....	63.00
Healdville, agent and operator.....	61.00
Ludlow, agent and operator.....	90.00
Operator and clerk.....	66.00
Proctorsville, agent and operator....	62.00
Cavendish, agent and operator.....	62.00
Gassets, agent and operator.....	65.00
Chester, agent and operator.....	56.00
Operator and clerk.....	65.00
Ft. Ticonderoga, agent and operator..	65.00
Orwell, agent and operator.....	58.50
Shoreham, agent and operator.....	53.50
Whiting, agent and operator.....	53.50

THIRD DISTRICT.

Station and Position.	Rate per Month.
Ogdensburg, first trick opr. and clerk.	\$ 68.00
Second trick operator and clerk...	66.50
Third trick operator and clerk....	61.00
Lisbon, agent and operator.....	53.00
Madrid, agent and operator.....	60.00
Knapps, agent and operator.....	63.00
Winthrop, agent and operator.....	64.00
Second trick operator and clerk..	65.00
Third trick operator and clerk...	65.00
No. Lawrence, agent and operator...	56.50
Moira, agent.....	62.00
First trick operator and clerk....	68.00
Second trick operator and clerk....	65.00
Third trick operator and clerk....	65.00
Brushton, agent and operator.....	58.00
Bangor, agent and operator.....	51.00
Malone, first trick operator and clerk	74.00
Second trick operator and clerk....	70.00
Third trick operator and clerk...	66.00
Burke, agent and operator.....	57.50
Chateaugay, agent and operator.....	53.00
Operator and clerk.....	66.00
Cherubusco, agent and operator.....	69.50
Second trick operator and clerk...	65.00
Third trick operator and clerk....	65.00
Clinton Mills, agent and operator....	58.00
Ellenburgh, agent and operator.....	64.00
Forest, agent and operator.....	62.00
Altona, agent and operator.....	63.00
Second trick operator and clerk....	64.00
Third trick operator and clerk....	64.00
Moore's Forks, agent and operator....	55.50

Station and Position.	Rate Per Month.	Station and Position.	Rate Per Month.
Moers Jct., agent and operator.....	\$ 67.50	Alburgh, first trick opr. and clerk....	\$ 69.00
Operator and clerk.....	63.00	Second trick operator and clerk..	69.00
Champlain, agent and operator.....	49.00	Third trick operator and clerk....	69.00
Operator and clerk.....	65.00	Noyan Jct., day opr. and towerman...	67.00
Rouses Point, first trick opr. and clk.	67.50	Night operator and towerman.....	63.00
Second trick operator and clerk...	67.50		
Third trick operator and clerk.....	64.50		

San Antonio & Aransas Pass Railway Company

(EFFECTIVE DECEMBER 1, 1915.)

The following rules and rates of pay will govern employes covered by Article I.

ARTICLE I.

Employes, other than train dispatchers, required to perform telegraph service, and telephone operators required to receive or transmit train orders or block trains, also those other employes whose salaries are included in the appended wage scale, will be governed by these rules. (The above does not apply to employes required to use telephone temporarily or in emergencies.)

ARTICLE II.

(a) Seniority will date from the last date of entering the service of this company.

(b) Seniority is effective when vacancies occur or new positions are created.

(c) Promotion will be in the order of seniority, those longest in service having preference, provided merit, ability, record and character are equal, except that agents at competitive stations will be chosen from employes in service; whose particular fitness for securing business, together with recommendation from the traffic department, will be considered in addition to the above qualifications.

(d) Vacancies and new positions will be advertised promptly to all offices and will be filled in accordance with paragraphs (a), (b) and (c). The positions will be held open ten (10) days and if possible will be filled within thirty (30) days.

(e) Employes declining promotion do not forfeit seniority rights.

(f) Employes who do not receive the promotion their seniority entitles them to, will, at their request, be furnished a statement of their record which will give the reason for passing them. If an appeal is desired it must be made within ten (10) days.

(g) An employe assigned to a position by bulletin or otherwise, and, after a fair trial, found incompetent to fill the position, will, if otherwise qualified, be placed on the extra list, retaining his seniority.

(h) When necessary to reduce the force, or when a regular position is abolished, men losing their positions by reason thereof will go on the extra list, retaining their seniority until some regular position opens up for which they can apply.

(i) Seniority list of employes covered by this agreement will be furnished to chairman of employes' committee during January and July of each year.

(j) An employe covered by this agreement hereafter promoted or transferred to position

of train dispatcher, manager, any position in station service, traveling auditor in station service, chief clerkship in general offices and in superintendent's offices, or to any official position in the service of the company, will retain his seniority for six (6) months. If unable to fill the position, or desiring to relinquish it, he may within ninety (90) days return to the position he formerly held.

(k) Senior extra telegraphers when available and competent, will be used in preference to junior extra telegraphers.

Extra telegraphers will not be permitted to displace other extra telegraphers temporarily filling bonded positions.

(l) When a regular position is bulletined all extra men will be required to sign for same, and the extra man to whom it is awarded will be required to accept the position. Failing to sign for the position will forfeit his right to pay for deadheading in relief service as provided for in Article XIV.

ARTICLE III.

(a) At stations where the agent is required to do the telegraphing, or at stations where but one operator is employed, eleven (11) consecutive hours, commencing between six (6:00) a. m. and eight-thirty (8:30) a. m., or six (6:00) p. m. and eight-thirty (8:30) p. m., including one (1) hour for meals, will constitute a day's work. In the dispatcher's office ten (10) consecutive hours, with one hour off for meal, will constitute a day's work.

(b) Where two operators are employed at a station, their hours on duty will not exceed eight (8) hours each; their hours on duty may be arranged with an intermission of not to exceed two (2) hours.

(c) Where three operators are employed at a station, their hours on duty will not exceed eight (8) hours and will be continuous; first trick to commence not earlier than seven (7:00) a. m.

(d) On Sundays and legal holidays employes will be excused from duty so far as practicable without detriment to the service.

At station where the agent is also telegrapher and where no other telegraphers are employed, and at stations where only one telegrapher, who is not agent, is employed, such agent or telegrapher will not be required to work more than five (5) hours in the aggregate on Sunday. If required by competent authority to work more than five (5) hours, in the aggregate, overtime will be allowed at the rate of thirty-five (35) cents per hour for all time in excess of five (5) hours. No overtime will be allowed when

these hours are exceeded on account of wire failure. Telegraphers will not be required to transmit telegraphic car reports on Sunday, except when, by reason of wire failure, the Saturday car reports had not been sent.

ARTICLE IV.

Except where operators work a continuous eight (8) hour trick, employees will be allowed one hour for meals between the hours of eleven-thirty (11:30) a. m. and one-thirty (1:30) p. m. When necessary to work thirty (30) minutes or more of their meal hour, one hour overtime will be allowed and thirty-minutes will be given at first opportunity for meals.

ARTICLE V.

(a) The minimum salary of operators shall be seventy dollars (\$70.00) per month. (This does not apply to agent telegraphers.)

(b) The minimum salary of agent telegraphers will be sixty (\$60.00) dollars per month.

(c) The minimum salary of relief agents shall be eighty (\$80.00) dollars per month.

ARTICLE VI.

When a new position is created, the salary will conform with positions of a similar class.

ARTICLE VII.

Employees attending court as witnesses, or on investigations, for this company will be allowed all time lost, including commissions, necessary transportation and actual expenses not exceeding two and 50-100 dollars (\$2.50) per day for board and lodging, while away from their home station.

ARTICLE VIII.

For duty at wrecks, washouts, fires or similar emergencies, operators will be paid a minimum of three (\$3.00) dollars per calendar day for eleven (11) hours or less on duty, and overtime at the rate of thirty-five (35) cents per hour for all time on duty in excess of eleven (11) hours in any calendar day; and if taken from a regular position, any actual expenses while away from their home station. When operators are called for such service while on duty, the above compensation will cover all regular duties performed on the same day.

ARTICLE IX.

Operators assigned to accompany work trains will be paid at the rate of two dollars and fifty cents (\$2.50) per day of eleven (11) hours or less on duty, and overtime at the rate of thirty-five (35) cents per hour.

ARTICLE X.

Employees covered by this agreement required to run gasoline pumping engines, will be allowed ten (\$10.00) dollars per month for such work, in addition to their regular pay.

ARTICLE XI.

Employees will not be required to serve express companies for a less rate of compensation than that allowed them during the year 1914.

In case the express agency is withdrawn from any station, unless by request of the agent affected, the compensation of the agent will be readjusted to conform to the rate paid at other stations of similar importance where the railroad agent does not act also as express agent.

ARTICLE XII.

(a) Employees covered by this agreement who are required to remain on duty to perform telegraph service or to meet and attend trains after their regular working hours, when the time is continuous with their regular working hours, will be allowed overtime at thirty-five (35) cents per hour.

(b) Employees covered by this agreement called for service or directed to return to office for any reason outside of working hours, shall receive fifty (50) cents for the call (or return) and first hour's service, and regular overtime thereafter, except that when required for such service within one hour either before or after regular hours, they shall receive overtime at the rate of thirty-five (35) cents per hour.

(c) Employees assigned to meet regular trains outside of their established hours of service, shall receive twenty-five (25) cents for meeting the trains, and if delayed more than one hour for such purpose they will receive overtime at the rate of thirty-five (35) cents per hour. If any telegraphing is done, they will be paid as per paragraph (b). This does not apply to agents at non-telegraph stations.

(d) In computing overtime, less than thirty minutes will not be counted, thirty minutes will constitute one hour, one hour and thirty minutes, two hours, etc.

(e) Employees will be promptly notified when claims for overtime or compensation on any account are not allowed.

ARTICLE XIII.

(a) When employees are transferred from one position to another, the company will furnish such transportation for themselves, families and personal effects as the law permits.

(b) Employees transferred by order of the company or to accept an advertised position, will be allowed the necessary regular pay while in transit and making such transfer, rate of pay to be based on position from which transfer is made.

(c) When temporarily transferred to a position paying a lower rate than his regular assignment, he will be paid the rate of his regular salary. When transferred to a position paying a higher rate, he will be paid the rate applying to such position.

(d) When temporarily taken from regular position and home station to perform other service, will be allowed one (\$1.00) dollar per day for expenses, in addition to regular rate of pay while away from home station.

(e) Employees desiring to be checked in after leave of absence, will give superintendent of transportation at least five (5) days' advance notice, and if check is delayed by the company thereafter, will receive pay for such additional time as held out of service.

ARTICLE XIV.

Extra telegraphers who have been in the service one year will be paid for the time actually consumed in deadheading while going to fill a position in relief service, at the rate of twenty-five (25) cents per hour. This will not apply to extra telegraphers deadheading to assert seniority rights over other extra telegraphers.

ARTICLE XV.

Unlimited leave of absence will be granted in case of sickness.

ARTICLE XVI.

Leave of absence, not exceeding ninety (90) days, will be granted on request when possible, upon proper notice, and transportation furnished over the lines of this company so far as the law permits.

ARTICLE XVII.

Employees covered by this agreement will not be required to attend switch lights, or other fixed signal lights except train order signals.

ARTICLE XVIII.

Employees required to serve express companies or commercial telegraph companies, have the right to complain of unsatisfactory treatment at the hands of such companies, and will receive due consideration from the railroad company.

ARTICLE XIX.

(a) Employees will not be disciplined or discharged except for just cause.

If an employee considers that he has been unjustly dealt with, he will, within five (5) days, make a written statement of his case to the superintendent of transportation, who, within ten (10) days, will give him a hearing and decision. At this hearing the employee may have a representative of his own selection who will be an employee in the service of this company and in the same grade of the service. If dissatisfied with the decision he may appeal to the higher officers in their order; each appeal shall be made in writing within ten (10) days after each decision is rendered.

If, after the investigation, the charges are not sustained, he will be reinstated with his seniority and allowed pay for all time lost.

(b) Employees dismissed from the service may be reinstated within six (6) months with their seniority rights, but can only take such positions as are open to them when returned to service.

ARTICLE XX.

This agreement is not intended to change any rate of pay or commissions now paid unless so specified, nor, except by mutual consent, impair any privileges now in effect, and not herein enumerated.

ARTICLE XXI.

There will be no change in the foregoing articles, or reduction in the subjoined wage scale, until after thirty (30) days' notice has been given by either party to the other.

WAGE SCALE.

Station and Position.	Rate per Month.
Houston, day telegrapher.....	\$ 87.50
Blodgett, telegrapher.....	70.00
Clodine, agent telegrapher...	65.00
Pulshear, agent telegrapher..	72.50
Simonton, agent telegrapher.	65.00
Agent	40.00
Wallis, agent.....	80.00
Chesterville, agent.....	40.00
Eagle Lake, agent.....	110.00
Day telegrapher.....	75.00
Altair, agent telegrapher.....	67.50
Rock Island, agent teleg....	70.00
Sheridan, agent telegrapher..	60.00
Sublime, agent.....	40.00
Hallettsville, agent.....	85.00
First trick telegrapher....	75.00
Second trick telegrapher....	70.00
Third trick telegrapher....	70.00
Sweet Home, agent teleg....	60.00
Yoakum (Q), day clerk telg..	95.00
First trick telegrapher....	90.00
Second trick telegrapher....	90.00
(YD), first trick telegrapher	75.00
Second trick telegrapher..	75.00
Cuero, agent.....	110.00
First trick telegrapher....	75.00
Second trick telegrapher....	70.00
Third trick telegrapher....	70.00
Yorktown, agent.....	100.00
Day telegrapher.....	70.00
Nordheim, agent telegrapher.	70.00
Runge, agent telegrapher....	75.00
Day telegrapher.....	72.50
Kenedy, agent.....	85.00
First trick telegrapher....	75.00
Second trick telegrapher....	75.00
Third trick telegrapher....	75.00
W. U. teleg. (11 hours)..	70.00
Karnes City, agent teleg....	75.00
Falls City, agent telegrapher.	75.00
Poth, agent.....	50.00
Floresville, agent.....	80.00
Day telegrapher.....	72.50
Calaveras, agent telegrapher.	65.00
Saspmaco, agent.....	45.00
Elmendorf, agent telegrapher	65.00
San Antonio (WS):	
First trick telegrapher....	85.00
Second trick telegrapher....	85.00
Third trick telegrapher....	85.00
(RH), telegrapher.....	70.00
(GO), day telegrapher.....	92.50
Waco, first trick telegrapher.	75.00
Second trick telegrapher....	75.00
Third trick telegrapher....	72.50
Chilton, agent telegrapher...	70.00
Lott, agent telegrapher.....	75.00
Travis, agent.....	40.00
Rosebud, agent.....	80.00
Day telegrapher.....	70.00
Burlington, agent telegrapher	65.00
Ben Arnold, agent.....	40.00
Cameron, agent.....	110.00
First trick telegrapher....	75.00
Second trick telegrapher....	72.50
Third trick telegrapher....	72.50
Rockdale, agent.....	110.00
Rockdale, day teleg. cashier..	80.00
Lexington, agent telegrapher.	70.00
Lincoln, agent telegrapher...	65.00
Giddings, agent.....	105.00
Northrup, agent.....	40.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Winchester, agent telegrapher	\$ 65.00	Aransas Pass, agent.....	\$110.00
West Point, agent telegrapher	80.00	Day telegrapher.....	75.00
Muldoon, agent.....	40.00	Rockport, agent telegrapher..	90.00
Flatonla, agent.....	112.50	Mathis, agent telegrapher....	75.00
Day telegrapher.....	72.50	Sandia, agent telegrapher....	60.00
Flatonla Tower,		Orange Grove, agent.....	40.00
First trick telegrapher...	77.50	Alfred, agent.....	40.00
Second trick telegrapher...	77.50	Alice, agent.....	110.00
Third trick telegrapher...	77.50	Day telegrapher.....	70.00
Moulton, agent telegrapher...	75.00	Premont, agent telegrapher..	65.00
Shiner, agent telegrapher...	80.00	Fulfurrias, agent telegrapher	100.00
Kerrville, agent.....	95.00	Gonzales, agent.....	115.00
Center Point, agent teleg....	65.00	Day telegrapher.....	70.00
Comfort, agent telegrapher...	70.00	Slayden, agent.....	35.00
Fredericksburg Junction,		Ottine, agent telegrapher....	65.00
Agent telegrapher.....	90.00	Luling, agent.....	85.00
Waring, agent.....	40.00	Day telegrapher.....	70.00
Boerne, agent telegrapher...	70.00	Lockhart, agent.....	110.00
Pettus, agent telegrapher...	67.50	Day telegrapher.....	70.00
Normanna, agent telegrapher	75.00		
Beeville, agent.....	120.00	For the Employees:	
Day telegrapher.....	72.50	S. S. SOOY,	
Skidmore, agent.....	75.00	E. B. HILL,	
First trick telegrapher...	75.00		
Second trick telegrapher...	72.50	For the San Antonio & Aransas Pass Rail-	
Third trick telegrapher...	70.00	way Company:	
St. Paul, agent.....	40.00	J. C. REISTER,	
Sinton, agent.....	110.00	Supt. Transportation.	
Sinton, day telegrapher.....	75.00		
Taft, agent telegrapher.....	70.00	Approved:	
Gregory, agent telegrapher...	75.00	J. S. PETER,	
Portland, agent telegrapher...	60.00	1st V. P. & Genl. Mgr.	
Corpus Christi, day teleg....	75.00	Revised January 1, 1916.	

Seaboard Air Line Railway Company

(RATES OF PAY EFFECTIVE OCTOBER 1, 1917.)

(RULES EFFECTIVE DECEMBER 1, 1917.)

(SUPERSEDING SCHEDULE DATED JUNE 1, 1916.)

ARTICLE I.

These rules and regulations will apply to telegraph operators, telephone operators and such other employees as are shown in the wage scale attached hereto.

ARTICLE II.

(a) Employees covered by this agreement will be regarded as in line of promotion, advancement depending upon the faithful discharge of their duty and capacity for increased responsibility. Where competent seniority will have preference. Seniority to date from entrance in the service, and will attach to the division on which employed.

(b) Seniority is effective when a vacancy occurs or a new position is created, except as otherwise provided in this article, and the superintendent will advise each office on his division of the vacancy; it will be filled in accordance with the seniority clause of this agreement, but will not be permanently filled until ten days have elapsed, and will be filled within thirty days.

(c) Employees declining promotion to any position, do not forfeit rights to it, or any other position when a vacancy occurs.

(d) If an employee, as per Article I, assigned to a position, becomes incapacitated or unable to fill the position, he will be assigned to the extra list and will retain his seniority.

(e) In the event of a reduction of force, or when a position is abolished, the employee affected may displace any junior employee covered by this schedule or go on the extra list; provided that no employee will be displaced who has three or more years' seniority. In the event there are no employees in the service with less than three years' seniority, the youngest employee may be displaced.

(f) An employee discharged and re-employed within six months will not lose his seniority, but if not re-employed until after six months shall have elapsed he will rank as a new man.

(g) Seniority list of employees on each division will be prepared by the superintendent January 1st and July 1st, each year, and a copy furnished the general chairman.

ARTICLE III.

Rates of wages for positions not included in the wage scale will be based on rates paid at similar stations.

ARTICLE IV.

(a) Employees will not be suspended or discharged from the service of the company without just cause, and will be given a hearing within ten days, before an investigating committee as now constituted. They may be represented before such committee by an employee of their own selection. When an employee has been suspended or discharged, and, upon investigation, is found not guilty of the charge preferred, he will be reinstated with the consent of the division superintendent and the local chairman of the division upon which he is employed, and paid at his regular rate for time lost.

(b) In the event a difference cannot be satisfactorily adjusted with the superintendent, the employee will have the right of appeal. If an appeal is taken it must be in writing, and within thirty days.

ARTICLE V.

For attending court as a witness for this company, employees covered by this agreement will be paid their regular wages; the company will furnish transportation and allow reasonable expenses for board and lodging while away from their homes; the company will be entitled to certificates for witness fee in such cases.

ARTICLE VI.

(a) At offices where one telegraph or telephone operator is employed, nine consecutive hours, commencing between six-thirty (6:30) and eight-thirty (8:30) a. m., or p. m., including meal hour, shall constitute a day's work.

(b) At offices where two or more telegraph or telephone operators are employed, eight consecutive hours shall constitute a day's work.

(c) The rate of pay for overtime will be forty (40) cents per hour, or pro rata rate where that is higher.

(d) Doubling will be paid for at regular overtime rates. Service performed at accidents, washouts, or temporary offices, will be paid for at regular overtime rates, time to be computed from the time they are called to report until they return.

(e) When employees, as per Article I, are taken from their regular position to work extra, they will be allowed one dollar (\$1.00) per day for expenses in addition to the regular pay of the position at which they may be doing extra work.

(f) In computing overtime, less than thirty (30) minutes will not be counted; thirty (30) minutes or over and less than sixty (60) minutes will be counted as one hour.

(g) Employees will be notified by the company, without delay, when claims for overtime, or for compensation on any other account, are not allowed.

(h) Article VI does not apply to exclusive station agents.

ARTICLE VII.

(a) When employees covered by this agreement are required to remain on duty after regular hours to perform any service required by the company, they will be paid therefor at overtime rates. This does not apply to exclusive station agents.

(b) When employees covered by this agreement are required to report at a specified time after regular hours, they will be allowed an emergency call therefor, as per next succeeding paragraph.

(c) For emergency call after being released for the night, seventy-five (75) cents will be paid for the call and first hour, and pay thereafter at overtime rates.

ARTICLE VIII.

(a) When an employee is temporarily transferred to a position paying a lower rate of wages than his regular assignment, he will be paid at the rate of his regular wages; when transferred to a position paying a higher rate of wages, he will be paid at the rate of wages applying to such position.

(b) Employees, as per Article I, moving under orders, or by the approval of the proper officer, will be furnished free transportation for themselves, families and effects, and will be allowed regular pay while in transit and making such transfer; rate of pay to be based on position from which transfer is made.

ARTICLE IX.

(a) Leave of absence and free transportation, in accordance with the general regulations of the company, will be granted; provided, however, that employees who have been in the service of the company for one year or more, will, if conditions permit, the company to be the judge, be granted leave of absence for ninety days upon request, and at the end of that time, or before, may resume their regular positions. Not more than one such leave of absence shall be given in any consecutive period of two years.

(b) Employees who have been in continuous service of the company for a period of two or more years, who are required to perform any Sunday or legal holiday service, and who have a regular assignment, will be granted fifteen (15) days' vacation each year without loss of pay. Employees entitled to vacation as above and who have been put back on extra list through no fault of their own, will receive their vacation.

ARTICLE X.

Telegraph and telephone operators will be allowed one hour for meals between 11:30 p. m. and 1:30 a. m., and 11:30 a. m. and 1:30 p. m. If not relieved for meals, one hour overtime will be allowed therefor. This not to apply to telegraph or telephone operators working less than nine hours.

ARTICLE XI.

Employees covered by this agreement will not be required to handle switch lamps.

ARTICLE XII.

Trading of positions will not be permitted without the consent of the local chairman and the approval of the superintendent.

ARTICLE XIII.

All telegraph and telephone operators will be excused from Sunday duty as far as possible and no deduction will be made from their pay on that account.

ARTICLE XIV.

Employees covered by this agreement will not be required to clean main or local batteries where ten or more cells are used, nor will they be required to scrub floors or clean windows.

ARTICLE XV.

Employees promoted to train dispatchers or other official positions will retain their seniority, as per Article II.

ARTICLE XVI.

Employees, as per Article I, will not be required to employ necessary help at their own expense.

ARTICLE XVII.

Employees, as per Article I, serving as general chairman, local chairman and general committeemen will be relieved promptly on request and granted such leave of absence as may be necessary to enable them to handle their business.

ARTICLE XVIII.

This agreement will not change any rate in effect or commission paid by other companies.

ARTICLE XIX.

(a) Trick train dispatchers will be in line of promotion, their seniority as trick train dispatchers to date from the time assigned to a regular trick. The oldest dispatcher in the service will be given preference in the assignment of tricks on their respective divisions as vacancies occur, or when forces are reduced, qualifications to govern.

(Note.—Employees already in the service will be given preference in filling train dispatchers' positions, when, in the judgment of the superintendent, they are equal in merit, capacity and qualifications to other applicants.)

(b) Eight (8) consecutive hours, with necessary time for making transfers, will constitute a day's work for trick train dispatchers, except on districts where less than three trick train dispatchers are employed nine (9) consecutive hours, with necessary time for making transfers, will constitute a day's work.

(Note.—This not to be construed to extend the hours from eight (8) to nine (9), except where this practice has heretofore existed.)

(c) When regular assigned trick train dispatchers are required to go over their districts, or attend court on behalf of the company, they will receive regular pay and actual expenses.

(d) Trick train dispatchers will not be suspended or discharged from the service of the company without just cause, and will be given a hearing within ten days before an investigating committee as now constituted. They may be represented before such committee by an employee of their own selection. When a dispatcher has been suspended or discharged, and, upon investigation, is found not guilty of the charge preferred, he will be reinstated with the consent of the division superintendent and the local chairman of the division upon which he is employed, and paid at his regular rate for time lost.

(e) In the event a difference cannot be satisfactorily adjusted with the superintendent, the dispatcher will have the right of

appeal. If an appeal is taken it must be in writing, and within thirty days.

(f) Leave of absence and free transportation, in accordance with the general regulations of the company, will be granted; provided, however, that dispatchers who have been in the service of the company for one year or more, will, if conditions permit, the company to be the judge, be granted, leave of absence for ninety days upon request and at the end of that time, or before, may resume their regular positions. Not more than one such leave of absence shall be given in any consecutive period of two years.

(g) Trick train dispatchers who have been in continuous service of the company for a period of two or more years, who are required to perform any Sunday or legal holiday service, and who have a regular assignment, will be granted fifteen (15) days' vacation each year without loss of pay.

Dispatchers entitled to vacation as above and who have been put back on extra list through no fault of their own, will receive their vacation.

(h) Train dispatchers required to work longer than their regular hours will be paid overtime pro rata.

ARTICLE XX.

There will be no change in the foregoing articles and rates of pay until after thirty days' notice has been given by either party.

L. C. FRITCH,
General Manager.

D. MAY,
Chairman Telegraphers' Committee.

WAGE SCALE.

VIRGINIA DIVISION.

Station and Position.	Rate per Month.
Norfolk (GO), manager.....	\$139.00
Assistant manager.....	123.00
First operator.....	100.00
Second operator.....	100.00
Third operator.....	100.00
Fourth operator.....	100.00
Fifth operator.....	100.00
Sixth operator.....	100.00
Seventh operator.....	100.00
Portsmouth (CD), manager.....	105.00
Operator ticket agent.....	83.00
Yard, first operator.....	90.00
Second operator.....	83.00
Third operator.....	83.00
Bowers Hill, agent operator.....	78.00
Suffolk (joint), first operator.....	54.67
Second operator.....	50.67
Third operator.....	37.50
Kilby (joint), agent operator.....	50.00
Purvis, agent operator.....	77.00
Carrsville, agent operator.....	77.00
Franklin, clerk operator.....	80.00
Handsom, agent operator.....	80.00
Newsom, agent operator.....	86.00
Boykins, agent operator.....	100.00
Second operator.....	75.00
Branchville, agent operator.....	89.00
Margaret, agent operator.....	80.00
Seaboard, agent operator.....	91.00
Gumberry (joint), agent operator.....	47.00
Garysburg, agent.....	50.00

Station and Position.	Rate per Month.
Weldon, agent.....	\$105.00
First operator.....	80.00
Second operator.....	80.00
Third operator.....	80.00
Conway, agent operator.....	70.00
Severn, agent.....	52.00
Potecasi, agent operator.....	68.00
Woodland, agent.....	52.00
Rich Square, agent operator.....	75.00
Roxobel, agent operator.....	67.00
Kelford, agent operator.....	45.00
Lewiston, agent operator.....	81.00
Roanoke Jct., agent operator.....	100.00
Clerk operator.....	77.00
Thelma, agent operator.....	92.00
Littleton, agent.....	100.00
First operator.....	77.00
Second operator.....	75.00
Vaughn, agent operator.....	92.00
Macon, agent operator.....	90.00
Warren Plains, agent operator.....	92.00
Clerk operator.....	62.00
Creedmoor, agent operator.....	81.00
Durham, clerk operator.....	80.00
Oxford, agent operator.....	100.00
Louisburg, agent operator.....	110.00
Hermitage, first operator.....	83.00
Second operator.....	83.00
Third operator.....	83.00
Richmond, B St., first operator.....	83.00
Second operator.....	83.00
Third operator.....	83.00
Ticket Office, operator.....	83.00
Rockets Jct., first operator.....	77.00
Second operator.....	77.00
Third operator.....	77.00
South Richmond, agent.....	105.00
Chester, agent operator.....	80.00
Petersburg, first operator.....	86.00
Second operator.....	86.00
Third operator.....	86.00
Burges, agent operator.....	77.00
Dinwiddie, agent operator.....	80.00
Butterworth, agent.....	83.00
DeWitt, agent operator.....	80.00
McKenney, agent operator.....	85.00
Second operator.....	75.00
Third operator.....	75.00
Krèss, agent.....	74.00
Alberta (joint), agent.....	47.00
First operator.....	38.50
Second operator.....	38.50
Third operator.....	38.50
Warfield, agent operator.....	80.00
Cochran, agent operator.....	80.00
Grandy, agent operator.....	80.00
Skelton, agent operator.....	80.00
LaCrosse, agent operator.....	83.00
Second operator.....	75.00
Third operator.....	75.00
Bracey, agent operator.....	80.00
Paschall, agent operator.....	80.00
Wise, agent.....	45.00
Norlina, agent.....	105.00
First operator.....	90.00
Second operator.....	90.00
Third operator.....	90.00
Ridgeway, agent operator.....	82.00
Manson, agent.....	66.00
Middleburg, agent operator.....	80.00
Second operator.....	75.00
Third operator.....	75.00
Greystone, agent operator.....	78.00

Station and Position.	Rate per Month.
Henderson, first operator.....	\$ 82.00
Second operator.....	82.00
Third operator.....	82.00
Kittrell, agent operator.....	83.00
Second operator.....	75.00
Third operator.....	75.00
Franklinton, agent.....	100.00
First operator.....	75.00
Second operator.....	75.00
Third operator.....	75.00
Youngville, agent operator.....	89.00
Clerk operator.....	77.00
Wake Forrest, agent.....	97.00
First operator.....	75.00
Second operator.....	75.00
Third operator.....	75.00
Neuse, agent operator.....	83.00
Millbrook, agent operator.....	77.00
Second operator.....	75.00
Third operator.....	75.00
Raleigh, J St., first operator.....	90.00
Second operator.....	90.00
Third operator.....	90.00
Raleigh, first operator.....	98.00
Second operator.....	92.00
Third operator.....	92.00
Fourth operator.....	92.00
Clerk operator.....	104.00
First trick dispatcher.....	160.00
Second trick dispatcher.....	160.00
Third trick dispatcher.....	160.00
Fourth trick dispatcher.....	160.00
Fifth trick dispatcher.....	160.00
Sixth trick dispatcher.....	160.00
Block, first operator.....	80.00
Second operator.....	80.00
Third operator.....	80.00

NORTH CAROLINA DIVISION.

Station and Position.	Rate per Month.
Method, first operator.....	\$ 75.00
Second operator.....	75.00
Third operator.....	75.00
Fetner, first operator.....	75.00
Second operator.....	75.00
Third operator.....	75.00
Cary, agent.....	85.00
Apex, agent.....	97.00
First operator.....	78.00
Second operator.....	78.00
Third operator.....	78.00
New Hill, agent operator.....	83.00
Second operator.....	75.00
Third operator.....	75.00
Merry Oaks, agent operator.....	84.00
Moncure, agent operator.....	86.00
Second operator.....	75.00
Third operator.....	75.00
Pittsboro, agent operator.....	82.00
Colon, agent operator.....	86.00
Sanford, agent.....	105.00
First operator.....	80.00
Second operator.....	78.00
Third operator.....	78.00
Lemon Springs, agent operator.....	79.00
Second operator.....	75.00
Third operator.....	75.00
Cameron, agent.....	88.00
First operator.....	79.00
Second operator.....	78.00
Third operator.....	75.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Vass, agent operator.....	\$ 83.00	Maxton, agent.....	\$ 70.00
Second operator.....	75.00	First operator.....	76.00
Third operator.....	75.00	Laurel Hill, agent operator.....	79.00
Southern Pines, agent.....	77.00	Rockingham, agent.....	110.00
First operator.....	82.00	First operator.....	79.00
Second operator.....	80.00	Second operator.....	79.00
Third operator.....	78.00	Pee Dee, agent operator.....	80.00
Aberdeen, agent.....	102.00	Second operator.....	76.00
First operator.....	78.00	Third operator.....	76.00
Second operator.....	78.00	Lilesville, agent operator.....	84.00
Third operator.....	78.00	Second operator.....	77.00
Keyser, agent operator.....	79.00	Wadesboro, agent.....	105.00
Second operator.....	75.00	First operator.....	80.00
Hoffman, agent operator.....	82.00	Second operator.....	80.00
Second operator.....	75.00	Third operator.....	80.00
Marston, agent operator.....	75.00	Polkton, agent operator.....	84.00
Second operator.....	75.00	Second operator.....	76.00
Third operator.....	75.00	Peachland, agent operator.....	81.00
Hamlet (HY), first operator.....	87.00	Second operator.....	75.00
Second operator.....	87.00	Marshville, agent operator.....	88.00
Third operator.....	87.00	Second operator.....	77.00
(H), manager.....	100.00	Third operator.....	77.00
First operator.....	93.00	Wingate, agent operator.....	81.00
Second operator.....	93.00	Second operator.....	75.00
Third operator.....	93.00	Monroe, day opr. ticket agent.....	90.00
Fourth operator.....	93.00	Night operator ticket agent.....	81.00
First trick dispatcher.....	160.00	Third operator.....	81.00
Second trick dispatcher.....	160.00	Matthews, agent operator.....	80.00
Third trick dispatcher.....	160.00	Charlotte, first operator.....	89.00
Fourth trick dispatcher.....	160.00	Second operator.....	82.00
Fifth trick dispatcher.....	160.00	Third operator.....	82.00
Sixth trick dispatcher.....	160.00	Mount Holly, agent operator.....	84.00
Clerk operator.....	90.00	Stanley, agent operator.....	80.00
Agent.....	100.00	Lincolnton, agent.....	110.00
Osborne, agent operator.....	75.00	Clerk operator.....	77.00
Kollocks, agent operator.....	84.00	Cherryville, agent operator.....	82.00
Cheraw, agent.....	124.00	Shelby, agent operator.....	105.00
First operator.....	82.00	Clerk operator.....	77.00
Second operator.....	78.00	Lattimore, agent operator.....	61.00
Patrick, agent operator.....	77.00	Ellenboro, agent operator.....	85.00
Middendorf, agent operator.....	77.00	Caroleen, agent operator.....	95.00
McBee, agent.....	105.00	Clerk operator.....	73.00
First operator.....	75.00	Bostic, agent operator.....	100.00
Second operator.....	75.00	(YD), first operator.....	77.00
Third operator.....	75.00	Second operator.....	77.00
Bethune, agent operator.....	79.00	Rutherfordton, agent operator.....	83.00
Cassatt, agent operator.....	77.00		
Camden, agent.....	110.00		
Camden, first operator.....	85.00		
Second operator.....	79.00		
Third operator.....	79.00		
Lugoff, agent operator.....	78.00		
Blaney, agent operator.....	77.00		
Columbia, first operator.....	92.00		
Second operator.....	85.00		
Third operator.....	85.00		
Cayce, first operator.....	83.00		
Second operator.....	83.00		
Third operator.....	83.00		
Hilton, first operator.....	78.00		
Second operator.....	78.00		
Third operator.....	78.00		
Navassa, first operator.....	79.00		
Second operator.....	75.00		
Third operator.....	75.00		
Acme, agent operator.....	84.00		
Council, agent operator.....	78.00		
Clarkton, agent operator.....	84.00		
Blandenboro, agent operator.....	84.00		
Lumberton, agent.....	110.00		
First operator.....	77.00		
Second operator.....	77.00		
Laurinburg, agent.....	105.00		
First operator.....	77.00		

EAST CAROLINA DIVISION.

Station and Position.	Rate per Month.
Gibson, agent operator.....	96.00
Gibson, agent operator.....	\$ 96.00
Clerk operator.....	70.00
Clio, agent operator.....	110.00
Little Rock, agent operator.....	75.00
Dillon, clerk operator.....	75.00
Mullins, agent operator.....	110.00
Smithboro, clerk operator.....	70.00
Eulonia, agent operator.....	70.00
Poston, agent operator.....	80.00
Second operator.....	75.00
Third operator.....	75.00
Johnsonville, agent operator.....	75.00
Hemingway, agent operator.....	73.00
Henry, agent operator.....	70.00
Nesmith, agent operator.....	70.00
Andrews, agent operator.....	105.00
First operator.....	77.00
Second operator.....	77.00
Third operator.....	77.00

Station and Position.	Rate per Month.
Charleston, clerk operator.....	\$ 80.00
Clerk operator.....	80.00
First trick dispatcher.....	160.00
Second trick dispatcher.....	160.00
Third trick dispatcher.....	160.00
Georgetown, agent operator.....	135.00
Pamplico, agent operator.....	85.00
Florence, clerk operator.....	75.00
Darlington, agent operator.....	110.00
Hartsville, clerk operator.....	75.00
Lydia, agent operator.....	70.00
Bishopville, agent operator.....	105.00
Sumter, agent operator.....	118.50
Lamar, agent operator.....	80.00
Timmons ville, agent operator.....	125.00
Pine Grove, agent operator.....	70.00
Stokes, clerk operator.....	70.00
Megetts, agent operator.....	90.00
Lobeco, agent operator.....	70.00
Clerk operator.....	70.00
Pritchard, agent operator.....	70.00

GEORGIA DIVISION.

Station and Position.	Rate per Month.
Waxhaw, agent operator.....	\$100.00
Catawba, agent operator.....	85.00
Second operator.....	70.00
Third operator.....	70.00
Fort Lawn, agent operator.....	75.00
Great Falls, agent operator.....	80.00
Edgemoor, agent operator.....	85.00
Chester, agent.....	115.00
First operator.....	85.00
Second operator.....	80.00
Third operator.....	80.00
Pride (joint), agent operator.....	50.00
Carlisle, agent operator.....	30.00
Whitmire, agent operator.....	100.00
Clerk operator.....	77.00
Clinton, first operator.....	85.00
Second operator.....	80.00
Third operator.....	80.00
Mountville, agent operator.....	80.00
Cross Hill, agent operator.....	100.00
Greenwood, first operator.....	90.00
Second operator.....	85.00
Third operator.....	85.00
Abbeville, agent.....	115.00
First operator.....	73.00
Second operator.....	68.00
Shops, first operator.....	90.00
Second operator.....	90.00
Third operator.....	90.00
Calhoun Falls, agent operator.....	88.00
Heardmont, agent operator.....	74.00
Middleton, agent operator.....	74.00
Elberton, first operator.....	88.00
Second operator.....	80.00
Third operator.....	80.00
Oglesby, agent operator.....	72.00
Berkeley, agent operator.....	100.00
Comer, agent operator.....	100.00
Second operator.....	70.00
Colbert, agent operator.....	80.00
Hull, agent.....	36.00
Athens, first operator.....	82.00
Second operator.....	82.00
Third operator.....	82.00
Bogart, agent operator.....	75.00
Statham, agent operator.....	85.00

Station and Position.	Rate per Month.
Winder, agent.....	\$115.00
First operator.....	83.00
Second operator.....	80.00
Third operator.....	80.00
Auburn, agent operator.....	75.00
Dacula, agent operator.....	75.00
Lawrenceville, agent.....	100.00
First operator.....	80.00
Second operator.....	78.00
Third operator.....	70.00
Loganville, agent operator.....	73.00
Grayson, agent operator.....	45.00
Gloster, agent operator.....	73.00
Lilburn, agent operator.....	73.00
Tucker, agent operator.....	73.00
Howell, first operator.....	90.00
Second operator.....	90.00
Third operator.....	90.00
Atlanta (DI), first trick dispatcher.....	160.00
Second trick dispatcher.....	160.00
Third trick dispatcher.....	160.00
Fourth trick dispatcher.....	160.00
Fifth trick dispatcher.....	160.00
Sixth trick dispatcher.....	160.00
(A), clerk operator.....	105.00
First operator.....	93.00
Second operator.....	93.00
Third operator.....	93.00
Fourth operator.....	90.00
Floyd, agent.....	33.00
Night operator.....	70.00
Hiram, agent.....	33.00
Dallas, agent operator.....	85.00
Hanlin, agent operator.....	75.00
Rockmart, agent.....	105.00
Rockmart, first operator.....	85.00
Second operator.....	80.00
Third operator.....	80.00
Fish, agent operator.....	75.00
Aragon, agent operator.....	80.00
Powder Springs, agent operator.....	75.00
Cedartown, first operator.....	80.00
Second operator.....	75.00
Third operator.....	70.00
Esom, agent operator.....	75.00
Borden Springs, agent operator.....	75.00
Piedmont, agent operator.....	100.00
Second operator.....	70.00
Third operator.....	70.00
Tredegar, agent operator.....	75.00
Wellington (joint), agent.....	53.00
First operator.....	42.00
Second operator.....	42.00
Third operator.....	42.00
Ohatchie, agent operator.....	80.00
Ragland, agent operator.....	100.00
Second operator.....	70.00
Coal City, agent operator.....	105.00
Second operator.....	70.00
Third operator.....	70.00
Odenville, agent operator.....	80.00
Sanie, agent operator.....	80.00
Alton, agent operator.....	80.00
Birmingham, first operator.....	90.00
Second operator.....	90.00
Third operator.....	90.00
Cartersville, agent operator.....	105.00
Clerk operator.....	80.00
Stilesboro, agent operator.....	70.00
Taylor'sville, agent operator.....	70.00
Pell City, agent operator.....	100.00
Jacksonville, agent operator.....	80.00
Irondale, agent operator.....	68.00

SOUTH CAROLINA DIVISION.

Station and Position.	Rate per Month.
Swansea, agent operator.....	\$ 87.00
Woodford, agent operator.....	75.00
North, agent operator.....	100.00
Clerk operator.....	50.00
Livingston, agent operator.....	70.00
Neece, agent operator.....	75.00
Norway, agent operator.....	92.00
Denmark, agent operator.....	100.00
Olar, agent operator.....	86.00
Ulmers, agent operator.....	77.00
Sycamore, agent operator.....	71.00
Fairfax (joint), agent.....	52.50
First operator.....	44.00
Second operator.....	40.50
Third operator.....	40.50
Estill, agent operator.....	100.00
Clerk operator.....	71.00
Scotia, agent operator.....	71.00
Garnett, agent operator.....	75.00
Clyo, agent operator.....	75.00
Rincon, agent operator.....	73.00
Ways, agent operator.....	77.00
Riceboro, agent operator.....	80.00
Warsaw (joint), agent operator.....	44.00
Townsend, agent operator.....	73.00
Thalman (joint), first operator.....	40.00
Second operator.....	40.00
Third operator.....	40.00
White Oak, agent operator.....	73.00
Woodbine, agent operator.....	85.00
Kingsland, agent operator.....	80.00
Yulee, agent operator.....	85.00
Second operator.....	80.00
Third operator.....	80.00
F. & J. Junction, operator.....	85.00
Jacksonville, first trick dispatcher.....	160.00
Second trick dispatcher.....	160.00
Third trick dispatcher.....	160.00
Fourth trick dispatcher.....	160.00
Fifth trick dispatcher.....	160.00
Clerk operator.....	100.00
(JA), manager.....	121.00
First operator.....	104.00
Second operator.....	100.00
Third operator.....	100.00
West Jacksonville, first operator.....	94.00
Second operator.....	94.00
Third operator.....	94.00
Baldwin, agent.....	94.00
First operator.....	86.00
Second operator.....	86.00
Third operator.....	86.00
McClenney, agent operator.....	90.00
Glen St. Mary, agent operator.....	72.00
Sanderson, agent operator.....	84.00
Olustee, agent operator.....	77.00
Watertown, agent operator.....	95.00
Lake City, agent.....	115.00
(Joint), ticket agent and operator.....	50.00
Ticket agent and operator.....	45.00
Welborn, agent operator.....	87.00
Houston, agent operator.....	75.00
Live Oak, ticket agent and operator.....	90.00
Clerk operator.....	80.00
Ellaville, agent operator.....	85.00
Falmouth, agent operator.....	68.00
Lee, agent operator.....	75.00
Madison, agent.....	107.00
First operator.....	83.00
Second operator.....	78.00
Greenville, agent operator.....	102.00
Aucilla, agent operator.....	70.00

Station and Position.	Rate per Month.
Drifton, agent operator.....	\$ 77.00
Monticello, agent operator.....	112.00
Lloyds, agent operator.....	77.00
Capitola (joint), agent operator.....	39.50
Chairs, agent.....	40.00
Tallahassee, first operator.....	80.00
Second operator.....	80.00
Midway, agent operator.....	70.00
Quincy, agent.....	112.00
First operator.....	80.00
Second operator.....	80.00
Gretna, agent operator.....	70.00

ALABAMA DIVISION.

Station and Position.	Rate per Month.
Savannah, first trick dispatcher.....	\$160.00
Second trick dispatcher.....	160.00
Third trick dispatcher.....	160.00
(SA), first operator.....	100.00
Second operator.....	96.00
Third operator.....	96.00
(Yard), first operator.....	92.00
Second operator.....	92.00
Third operator.....	90.00
Elabelle, agent operator.....	68.00
Lanier, agent operator.....	76.00
Pembroke, agent operator.....	83.00
Groveland, agent operator.....	72.00
Daisy, agent operator.....	72.00
Claxton, agent operator.....	90.00
Hagan, agent operator.....	75.00
Bellville, agent operator.....	72.00
Collins, agent.....	105.00
First operator.....	84.00
Second operator.....	75.00
Lyons, agent operator.....	90.00
Clerk operator.....	80.00
Vidalia, agent.....	120.00
Ticket agent operator.....	98.00
Clerk operator.....	85.00
Clerk operator.....	85.00
Ailey, agent operator.....	80.00
Glenwood, agent operator.....	80.00
Alamo, agent operator.....	80.00
Helena, agent operator.....	115.00
Milan, agent operator.....	81.00
Rhine, agent operator.....	76.00
Abbeville, agent.....	105.00
First operator.....	85.00
Second operator.....	80.00
Rochelle, agent operator.....	95.00
Pitts, agent operator.....	95.00
Seville, agent operator.....	70.00
Cordele, agent.....	120.00
Leslie, agent operator.....	80.00
Cobb, agent operator.....	70.00
Huntington, agent operator.....	68.00
Americus (Shops), first operator.....	85.00
Second operator.....	85.00
Third operator.....	85.00
Plains, agent operator.....	90.00
Preston, agent operator.....	70.00
Richland, agent.....	95.00
Ticket agent operator.....	87.00
Clerk operator.....	85.00
Lumpkin, agent operator.....	90.00
Louvale, agent operator.....	68.00
Union, agent operator.....	68.00
Omaha, agent operator.....	75.00
Pittsview, agent operator.....	75.00
Hurtsboro, agent operator.....	90.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Rutherford, agent operator.....	\$ 68.00	Hampton (joint) agent operator.....	\$ 53.00
Hannon, agent operator.....	68.00	Clerk operator.....	42.00
Fort Davis (joint), agent operator...	69.00	Starke, agent.....	122.00
Sedges, agent operator.....	69.00	First operator.....	85.00
Montgomery, clerk operator.....	90.00	Second operator.....	85.00
Yard, first operator.....	95.00	Lawtey, agent operator.....	84.00
Second operator.....	90.00	Highland, agent operator.....	77.00
Columbus, clerk operator.....	90.00	Crawford (joint), agent operator....	43.00
Cusseta, agent operator.....	69.00	Callahan, agent operator.....	83.00
Weston, agent operator.....	69.00	Farnandina, ticket agent and operator	95.00
Parrott, agent operator.....	76.00	Boyette, agent operator.....	72.00
Dawson, agent.....	115.00	Wimauma, agent operator.....	78.00
Clerk operator.....	85.00	Parrish, agent operator.....	80.00
Sasser, agent operator.....	75.00	Ellenton, agent operator.....	73.00
Fitzgerald, agent operator.....	115.00	Terra Ceia, agent.....	60.00
Ocala, agent operator.....	90.00	Palmetto, agent operator.....	110.00

FLORIDA DIVISION.

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Tampa, first trick dispatcher.....	\$160.00	Oneco, agent operator.....	65.00
Second trick dispatcher.....	160.00	Sarasota, agent operator.....	115.00
Third trick dispatcher.....	160.00	Clerk operator.....	84.00
Clerk operator.....	105.00	Mulberry, agent operator.....	87.00
First operator.....	105.00	Bartow, agent operator.....	115.00
Second operator.....	100.00	Clerk operator.....	80.00
Limonia, agent operator.....	60.00	Lake Wales, agent operator.....	78.00
Brandon, agent operator.....	75.00	Leesburg, agent operator.....	110.00
Oliphant, agent operator.....	87.00	Clerk operator.....	75.00
Plant City (joint), ticket agt. and opr.	54.00	Eldorado, agent.....	50.00
First operator.....	42.00	Tavares, agent operator.....	92.00
Second operator.....	47.00	Clerk operator.....	75.00
Zephyrhill, agent operator.....	84.00	Zellwood, agent operator.....	75.00
Dade City, agent operator.....	90.00	Plymouth, agent operator.....	60.00
Rerdell, agent operator.....	70.00	Apopka, agent operator.....	84.00
Bushnell, agent operator.....	83.00	Orlando, agent.....	125.00
Panasoffkee, agent operator.....	65.00	Clerk operator.....	75.00
Coleman, agent operator.....	86.00	Oviedo, agent operator.....	60.00
Wildwood, agent.....	122.00	Gainesville, clerk operator.....	89.00
First operator.....	85.00	Archer, agent operator.....	95.00
Second operator.....	85.00	Meredith, agent operator.....	72.00
Third operator.....	85.00	Otter Creek, agent operator.....	75.00
Oxford, agent operator.....	80.00	Bronson, agent operator.....	72.00
Summerfield, agent operator.....	80.00	Sumner, agent operator.....	72.00
Bellevue, agent operator.....	75.00	Cedar Key, agent operator.....	85.00
Ocala, agent.....	132.00	Williston, agent operator.....	83.00
First operator.....	85.00	Montbrook, agent operator.....	77.00
Second operator.....	85.00	Morriston, agent operator.....	77.00
Third operator.....	89.00	Dunnellon, agent operator.....	125.00
Anthony, agent operator.....	84.00	Inverness, agent operator.....	90.00
Citra, agent operator.....	84.00	Brooker, agent operator.....	72.00
Hawthorne, agent operator.....	82.00	LaCrosse, agent operator.....	72.00
Campville, agent operator.....	74.00	Alachua, agent operator.....	84.00
Waldo, agent.....	122.00	Bell, agent operator.....	72.00
First operator.....	85.00	Wannee, agent operator.....	80.00
Second operator.....	85.00		

St. Louis & San Francisco Railroad

JAMES W. LUSK, WILLIAM C. NIXON, WILLIAM B. BIDDLE,
Receivers

(EFFECTIVE AUGUST 1, 1916.)

The following regulations will govern telegraphers upon the lines of the St. Louis & San Francisco Railroad on and after this date:

ARTICLE I.

Employees, other than train dispatchers,

who are required by direction of officer in charge to perform telegraph service, or who in territory where dispatching is done by telephone, handle train orders, block or report trains, receive or forward written messages by telephone, shall be considered

telegraphers within the meaning of this agreement.

If station employes in telephone dispatching territory at closed offices are required by proper officer of the company to perform any of the above services, the monthly rate of pay at that office for the month in which such service is rendered shall be the minimum salary as set forth in the schedule.

Note—(Sending car reports not to be considered a written message.)

In other than telephone dispatching territory, station employes shall not be used for receiving train orders by telephone, but if they are instructed by proper officer of the company to receive train orders, the monthly rate of pay of that office for the month in which such service is rendered shall be the minimum salary as set forth in this schedule.

Telephone block offices where train orders are not handled will pay a minimum salary of \$60.00 per month.

ARTICLE II.

Where only one telegrapher is employed, eleven consecutive hours, including meal hour, shall constitute a day's work. Sixty consecutive minutes shall be allowed for meal hour between 11:00 and 2:00 o'clock a. m. or p. m., and if not allowed within specified time one hour overtime will be paid.

Where two or more telegraphers are employed, nine consecutive hours will constitute a day's work; except at relay offices, where nine consecutive hours, including forty consecutive minutes for lunch, will constitute a day's work.

Telegraphers employed in relay offices will not be required to work overtime, except in cases of emergency which are understood to be cases which could not be anticipated or provided for.

Where meal hours are not provided for in the above, it is understood that telegraphers may eat lunch during their working hours, provided it does not interfere with the work of the office.

ARTICLE III.

Telegraphers held on duty in the performance of any service required by the company longer than the number of hours constituting a day's work will be allowed overtime therefor. Overtime shall be computed pro rata on stated salary, but in no case less than 35 cents per hour. Telegraphers called to service or directed to return to office for any reason outside of work hours, shall receive 50 cents for the call or return and first hour's service, and regular overtime thereafter; except when required for such service within one hour either before or after regular hours, they shall receive 35 cents for same and first hour's service and regular overtime thereafter. Overtime tickets will be rendered for the actual time worked as above, within forty-eight hours from the time service is performed. If, for any reason, such overtime is not allowed, telegrapher will be so advised within five days, stating reason.

ARTICLE IV.

When ordered to attend court, telegraphers will be allowed for time lost, if away from home station, will be allowed necessary expenses, the company being entitled to their mileage and witness fees.

Telegraphers performing service at wrecks, washouts, or other temporary offices will receive \$2.50 per day and necessary expenses and 35 cents per hour overtime. When telegraphers are called for such service while on duty, the above compensation will cover all regular duties performed on the same day.

Regularly assigned telegraphers required to leave their home stations to do relief work, shall, if the rate of pay for that service is higher than his regular rate, receive the higher rate, and in any event shall suffer no loss in wages, and in addition shall receive 50 cents per day for expenses. If called for such service while on duty the pay for that day's work shall be at the higher rate.

ARTICLE V.

Telegraphers will be required to keep platforms cleared of snow in absence of section men only.

Telegraphers will not be required to scrub offices, waiting rooms or outbuildings, but will see that they are kept clean.

ARTICLE VI.

At stations where section men are located or where there is station force other than agent and telegrapher or agent and telegrapher and night telegrapher, telegraphers will not be required to care for switch lamps. Telegraphers required to care for switch lamps will be allowed 50 cents per lamp per month. If held on duty after regular hours to perform this service, overtime will be allowed.

ARTICLE VII.

Employes as per Article I will not be required to teach telegraphy.

ARTICLE VIII.

When an employe as per Article I transfers with the authority of proper official, he will receive free transportation for himself, family and household goods.

ARTICLE IX.

Seniority list of telegraphers by divisions and by each relay office will be furnished the general chairman semi-annually during January and July of each year. The right of promotion for telegraphers will extend over each superintendent's division and to relay offices.

To obtain promotion, intelligent and courteous discharge of duty and capacity for greater responsibility will govern. When these are sufficient, telegrapher longest in continuous service will have preference in filling of vacancies and newly created positions.

In event a telegrapher feels he has been discriminated against, he shall have the right to appeal the case to the superintendent of the division on which he is em-

ployed, except that in cases of relay offices, appeal will be made to superintendent of telegraph.

When vacancies occur or new positions are created, telegraphers on the division where they occur will be notified within five days by bulletin to be posted in offices, except that when vacancies occur or new positions are created in relay offices, telegraphers on all divisions will be given notice as above provided. Telegraphers will be given five days from date of such notice in which to make application for such positions. The oldest competent telegrapher making application will be given the position within thirty days from date of notice of such vacancy or newly created position. In the notice of the newly created position will be stated the salary to be paid in such position. Telegraphers making application for a vacancy or newly created position to which their seniority entitles them, will, if not assigned to such position, be given the reason in writing if requested.

When telegraphers are transferred and after a fair trial are found incompetent, or if not satisfied and request it, they will be placed on the extra list, retaining their seniority rights.

Telegraphers affected by reduction in force or abolishing of positions will be permitted to enter any position of their choice filled by a telegrapher junior to them on their respective division. Telegraphers transferred to positions in relay offices may return to the division from which they came and be placed on the extra list, retaining their seniority rights, if after a fair trial they are found incompetent, or if not satisfied and request it. In case of reduction in the force of these offices, telegraphers may displace any telegrapher junior to them for which he is competent on the division from which they came.

All notices of vacancies and newly created positions will be numbered consecutively, and will state the assigned working hours of the position.

Office seniority will be used in each relay office.

ARTICLE X.

Telegraphers will not be suspended, given demerit marks or dismissed from the company's service, without just cause. In case of suspension or dismissal, if any telegrapher thinks his sentence unjust, he will have the right, within ten days, to refer his case by written statement to division superintendent or superintendent of telegraph. Within ten days of the receipt of the notice his case shall have a thorough investigation by the proper officer of the company, at which time he may be present if he so desires, and also be represented by any disinterested employee of his choice. In case he is not satisfied with the result of such investigation, he shall have the right to appeal to the general officers. In case of intoxication or insubordination, dismissal will follow without hearing, as above provided for. In case suspension or dismissal is found to be unjust, he will be reinstated and paid for full time lost.

ARTICLE XI.

Employee, as per Article I, securing employment with the company will, within

thirty days of approval of application, have returned to them all service cards, letters of recommendation and other papers which have been furnished by them for investigation.

Employee, as per Article I, leaving the service of the company, will receive a clearance card, stating term of service, capacity in which employed, and whether leaving the service voluntarily or otherwise. If discharged, cause of dismissal will be shown; "unsatisfactory services" and similar phrases will not be used.

ARTICLE XII.

So far as the business will permit, telegraphers will be excused Sundays without reduction of pay. At stations where the agent is also telegrapher and where no other telegraphers are employed, he will be excused from service on Sunday, except that he will be required to attend passenger trains that receive and discharge passengers or mail at his station, unless other force at that station can be so arranged as to partly or entirely relieve him from meeting passenger trains on Sunday.

At stations where only one telegrapher, who is not agent, is employed, if required to work more than a total of five hours on Sunday, will be paid overtime after five hours.

ARTICLE XIII.

Employee, as per Article I, serving on grievance committee and board of adjustment, will be granted unlimited leave of absence and furnished free transportation on request. There shall be no discrimination against any employee of the company whether a member or not of any of the railroad organizations. A telegrapher assigned to service as exclusive agent will retain his seniority as long as he remains in continuous service on the same division.

ARTICLE XIV.

Where a station that has been closed is reopened, the salary will be the same as provided in schedule at time of closing. When telegraphers are added to the force of a division, the salary paid will not be less than the lowest salary shown in wage scale on that subdivision, or in that office if two or more telegraphers are already employed there, except agent-telegrapher in opening new stations.

(Note.—Each branch shall be considered a separate subdivision.)

ARTICLE XV.

When a station is changed from telegraph to non-telegraph office, all Western Union and railroad company telegraph instruments used by railroad employees will be taken out of said station within ten days. All Western Union and railroad company telegraph instruments used by railroad employees will be taken out of non-telegraph offices within thirty days from date of this agreement.

ARTICLE XVI.

Any telegrapher feeling himself competent to handle agencies other than those enumerated in this schedule is invited as well as other employees, to make application for vacancies at those stations.

ARTICLE XVII.

For positions under this schedule, where a part of the employees' compensation is paid in express commissions, in the event the commission is taken away, the salary will be adjusted to correspond with the importance of the position and other conditions, including wages paid by the railroad for similar positions in the same territory.

ARTICLE XVIII.

The receivers of the railroad and property of the St. Louis & San Francisco Railroad Company on their part and the telegraphers on their part, agree that they will perform their several duties and stipulations provided for in this agreement until thirty days' notice has been given by either party to the other requesting a change in the same.

E. D. LEVY,
General Manager.

C. G. KELSO,
General Chairman of Telegraphers.

WAGE SCALE.

RELAY OFFICES.

Station and Position.	Rate per Month.
St. Louis, manager and wire chief.....	\$135.00
Telegraphers	100.00
Springfield, manager and wire chief..	140.00
Night chief	115.00
Late night chief.....	110.00
Telegrapher	105.00
Telegraphers	100.00
Fort Smith, manager and wire chief..	135.00
Sapulpa, manager and wire chief.....	135.00
Night chief.....	110.00
Late night chief.....	105.00
Telegraphers	95.00
Fort Scott, manager and wire chief..	135.00
Night chief.....	110.00
Late night chief.....	105.00
Memphis, manager and wire chief.....	135.00
Night chief.....	105.00
Late night chief.....	100.00
Telegrapher	92.50
Birmingham, manager and wire chief.	135.00

EASTERN DIVISION.

Station and Position.	Rate per Month.
Tower Grove, manager.....	\$ 90.00
Southeastern Jct., clerk telegraphers..	70.00
Old Orchard, agent telegrapher.....	75.00
Webster Groves, agent telegrapher....	75.00
Windros Springs, agent telegrapher... 70.00	
Clerk telegraphers.....	70.00
Valley Park, clerk telegraphers.....	75.00
Eureka, agent telegrapher.....	65.00
Pacific, clerk telegraphers.....	75.00
Catawissa, agent telegrapher.....	70.00
Moselle, agent telegrapher.....	70.00
St. Clair, agent telegrapher.....	70.00
Clerk telegraphers.....	70.00
Anaconda, agent telegrapher.....	70.00
Sullivan, agent telegrapher.....	75.00
Clerk telegraphers.....	75.00
Bourbon, agent telegrapher.....	70.00
Leasburg, agent telegrapher.....	70.00
Cuba, clerk telegraphers.....	75.00

Station and Position.	Rate per Month.
St. James, agent telegrapher.....	\$ 70.00
Clerk telegraphers.....	70.00
Rolla, clerk telegraphers.....	75.00
Newburg, manager.....	90.00
Clerk telegraphers.....	85.00
Jerome, agent telegrapher.....	70.00
Clerk telegrapher.....	70.00
Franks, agent telegrapher.....	70.00
Dixon, agent telegrapher.....	75.00
Clerk telegraphers.....	75.00
Crocker, agent telegrapher.....	75.00
Clerk telegraphers.....	75.00
Swedeborg, agent telegrapher.....	70.00
Richland, agent telegrapher.....	75.00
Clerk telegraphers.....	70.00
Stoutland, agent telegrapher.....	70.00
Sleeper, agent telegrapher.....	75.00
Clerk telegraphers.....	70.00
Lebanon, clerk telegraphers.....	75.00
Phillipsburg, agent telegrapher.....	70.00
Conway, agent telegrapher.....	70.00
Clerk telegraphers.....	70.00
Niangua, agent telegrapher.....	70.00
Marshfield, cashier telegrapher.....	75.00
Clerk telegraphers.....	75.00
Northview, agent telegrapher.....	70.00
Strafford, agent telegrapher.....	70.00
Clerk telegraphers.....	70.00
Southern Jct., clerk telegraphers.....	70.00
Springfield (SP), clerk telegraphers..	85.00
(MS), manager.....	90.00
Telegraphers	85.00
Nichols, agent telegrapher.....	85.00
Clerk telegraphers.....	75.00
Republic, cashier telegrapher.....	75.00
Clerk telegraphers.....	70.00
Billings, agent telegrapher.....	75.00
Marionville, agent telegrapher.....	75.00
Aurora, clerk telegraphers.....	75.00
Verona, agent telegrapher.....	75.00
Monett (NY), clerk telegrapher.....	75.00
(MO), clerk telegraphers.....	80.00
Steelville, agent telegrapher.....	75.00
Salem, clerk telegrapher.....	65.00
Sligo, agent telegrapher.....	90.00
Ozark, agent telegrapher.....	75.00
Sparta, agent telegrapher.....	65.00
Chadwick, agent telegrapher.....	85.00
Sheffield, clerk telegraphers.....	70.00
Belt Junction, clerk telegraphers.....	70.00
Holmes, agent telegrapher.....	65.00
Grandview, agent telegrapher.....	65.00
Belton, agent telegrapher.....	75.00
Peculiar, agent telegrapher.....	65.00
Harrisonville, agent telegrapher.....	85.00
East Lynn, agent telegrapher.....	70.00
Blairstown, agent telegrapher.....	70.00
Clinton, cashier telegrapher.....	75.00
Brownington, agent telegrapher.....	70.00
Lowry City, agent telegrapher.....	70.00
Osecola, agent telegrapher.....	85.00
Gerster, agent telegrapher.....	65.00
Weaubleau, agent telegrapher.....	70.00
Flemington, agent telegrapher.....	65.00
Bolivar, clerk telegrapher.....	75.00
Morrisville, agent telegrapher.....	70.00
Walnut Grove, agent telegrapher.....	75.00
Willard, agent telegrapher.....	65.00

CENTRAL DIVISION.

Station and Position.	Rate per Month.
Purdy, agent telegrapher.....	\$ 65.00
Exeter, agent telegrapher.....	80.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Wayne, agent telegrapher.....	\$ 70.00	Valliant, clerk telegrapher.....	\$ 70.00
Clerk telegrapher.....	70.00	Millerton, agent telegrapher.....	65.00
Seligman, cashier telegrapher.....	80.00	Garvin, agent telegrapher.....	75.00
Clerk telegraphers.....	75.00	Idabel, clerk telegrapher.....	70.00
Garfield, agent telegrapher.....	70.00	Haworth, agent telegrapher.....	75.00
Avoca, agent telegrapher.....	70.00	Bokhoma, agent telegrapher.....	75.00
Rogers, agent telegrapher.....	80.00	Arkinda, agent telegrapher.....	70.00
Clerk telegraphers.....	75.00	Foreman, agent telegrapher.....	70.00
Lowell, agent telegrapher.....	70.00	Arden, agent telegrapher.....	70.00
Springdale, clerk telegrapher.....	*75.00	Ashdown, clerk telegrapher.....	75.00
Johnsons, agent telegrapher.....	65.00	McNabb, agent telegrapher.....	70.00
Fayetteville, clerk telegraphers.....	75.00	Hope, clerk telegrapher.....	75.00
Junction, agent telegrapher.....	75.00		
West Fork, agent telegrapher.....	70.00		
Winslow, agent telegrapher.....	75.00		
Clerk telegrapher.....	75.00		
Schaberg, agent telegrapher.....	70.00		
Chester, agent telegrapher.....	75.00		
Clerk telegraphers.....	75.00		
Rudy, agent telegrapher.....	65.00		
Van Buren, clerk telegrapher.....	75.00		
Fort Smith (YD), clerk telegrapher..	85.00		
Bonanza, agent telegrapher.....	75.00		
Jenson, agent telegrapher.....	85.00		
Clerk telegrapher.....	75.00		
Cameron, agent telegrapher.....	75.00		
Poteau, cashier telegrapher.....	75.00		
Clerk telegrapher.....	75.00		
Wister, clerk telegraphers.....	80.00		
Bengal, agent telegrapher.....	75.00		
Tallhina, agent telegrapher.....	80.00		
Clerk telegraphers.....	75.00		
Albion, agent telegrapher.....	70.00		
Tuskahoma, agent telegrapher.....	75.00		
Clerk telegrapher.....	75.00		
Stanley, agent telegrapher.....	70.00		
Moyers, agent telegrapher.....	70.00		
Antlers, agent telegrapher.....	75.00		
Clerk telegraphers.....	70.00		
Grant, agent telegrapher.....	75.00		
Bentonville, clerk telegrapher.....	*65.00		
Gravette, agent telegrapher.....	70.00		
Southwest City, agent telegrapher..	65.00		
Grove, agent telegrapher.....	70.00		
Prairie Grove, agent telegrapher.....	70.00		
Lincoln, agent telegrapher.....	70.00		
Westville, agent telegrapher.....	70.00		
Cashier telegrapher.....	70.00		
Welling, agent telegrapher.....	70.00		
Tahlequah, cashier telegrapher.....	80.00		
Hulbert, agent telegrapher.....	70.00		
Fort Gibson, agent telegrapher.....	70.00		
Muskogee, assistant cashier teleg..	80.00		
Boynton, clerk telegrapher.....	70.00		
Morris, clerk telegrapher.....	70.00		
Combs, agent telegrapher.....	70.00		
Pettigrew, agent telegrapher.....	70.00		
Huntington, clerk telegrapher.....	85.00		
Aylesworth, agent telegrapher.....	75.00		
Mead, agent telegrapher.....	70.00		
Blue, agent telegrapher.....	70.00		
Bokchito, agent telegrapher.....	70.00		
Bennington, agent telegrapher.....	70.00		
Boswell, clerk telegrapher.....	70.00		
Soper, agent telegrapher.....	75.00		
Hugo, manager.....	90.00		
Clerk telegrapher.....	85.00		
Sawyer, agent telegrapher.....	70.00		
Fort Towson, clerk telegrapher.....	70.00		
Swink, agent telegrapher.....	70.00		

*Western Union pays salary.

WESTERN DIVISION.

Station and Position.	Rate per Month.
Enid, manager.....	\$ 90.00
Clerk telegraphers.....	85.00
Latham, agent telegrapher.....	70.00
Atlanta, agent telegrapher.....	70.00
Wilnot, agent telegrapher.....	65.00
Floral, agent telegrapher.....	70.00
Winfield, cashier telegrapher.....	85.00
Arkansas City, clerk telegrapher....	70.00
Middleton, agent telegrapher.....	60.00
Peckham, clerk telegrapher.....	70.00
Blackwell, cashier telegrapher.....	85.00
Lamont, agent telegrapher.....	70.00
Salt Fork, agent telegrapher.....	65.00
Hunter, agent telegrapher.....	70.00
Breckenridge, agent telegrapher.....	65.00
Drummond, agent telegrapher.....	70.00
Ames, agent telegrapher.....	70.00
Okeene, agent telegrapher.....	80.00
Southard, agent telegrapher.....	70.00
Eagle City, agent telegrapher.....	70.00
Fay, agent telegrapher.....	70.00
Thomas, cashier telegrapher.....	85.00
Custer City, agent telegrapher.....	70.00
Arapaho, agent telegrapher.....	65.00
Clinton, clerk telegraphers.....	75.00
Bessie, agent telegrapher.....	80.00
Clerk telegrapher.....	70.00
Cordell, cashier telegrapher.....	85.00
Rocky, agent telegrapher.....	75.00
Hobart, cashier telegrapher.....	85.00
Roosevelt, agent telegrapher.....	70.00
Mountain Park, agent telegrapher....	70.00
Manitou, agent telegrapher.....	75.00
Frederick, cashier telegrapher.....	85.00
Davidson, agent telegrapher.....	65.00
Keystone, agent telegrapher.....	70.00
Mannford, agent telegrapher.....	65.00
Terlton, agent telegrapher.....	75.00
Hallett, agent telegrapher.....	70.00
Casey, agent telegrapher.....	70.00
Pawnee, cashier telegrapher.....	85.00
Clerk telegrapher.....	70.00
Lela, agent telegrapher.....	70.00
Morrison, agent telegrapher.....	70.00
Sumner, agent telegrapher.....	65.00
Perry, cashier telegrapher.....	85.00
Lucien, agent telegrapher.....	75.00
Covington, agent telegrapher.....	75.00
Fairmont, agent telegrapher.....	70.00
Carrier, agent telegrapher.....	75.00
Goltry, agent telegrapher.....	75.00
Helena, agent telegrapher.....	75.00
Carmen, agent telegrapher.....	80.00
Avard, agent telegrapher.....	80.00

SOUTHWESTERN DIVISION.

Station and Position.	Rate per Month.
Peirce City, clerk telegraphers.....	\$ 75.00
Ritchey, agent telegrapher.....	65.00
Clerk telegrapher.....	60.00
Granby, agent telegrapher.....	75.00
Clerk telegrapher.....	70.00
Neosho, clerk telegraphers.....	70.00
Seneca, agent telegrapher.....	70.00
Clerk telegraphers.....	70.00
Wyandotte, agent telegrapher.....	65.00
Fairland, agent telegrapher.....	75.00
Afton, clerk telegraphers.....	80.00
Todd, agent telegrapher.....	70.00
Vinita, clerk telegraphers.....	75.00
White Oak, agent telegrapher.....	70.00
Clerk telegraphers.....	70.00
Catale, agent telegrapher.....	70.00
Clerk telegraphers.....	60.00
Chelsea, clerk telegraphers.....	70.00
Bushyhead, agent telegrapher.....	65.00
Foyil, agent telegrapher.....	65.00
Clerk telegraphers.....	60.00
Sequoyah, agent telegrapher.....	65.00
Claremore, clerk telegrapher.....	80.00
Clerk telegraphers.....	70.00
Verdigris, agent telegrapher.....	65.00
Clerk telegrapher.....	65.00
Catoosa, agent telegrapher.....	80.00
Clerk telegraphers.....	70.00
Garnett, agent telegrapher.....	65.00
Clerk telegraphers.....	60.00
Dawson, agent telegrapher.....	80.00
Clerk telegrapher.....	65.00
Tulsa, clerk telegraphers.....	80.00
West Tulsa, clerk telegraphers.....	75.00
Red Fork, agent telegrapher.....	75.00
Clerk telegraphers.....	65.00
Bowden, agent telegrapher.....	75.00
Clerk telegraphers.....	65.00
Kellyville, agent telegrapher.....	75.00
Bristow, clerk telegrapher.....	*75.00
Clerk telegraphers.....	70.00
Depew, cashier telegrapher.....	80.00
Stroud, clerk telegraphers.....	70.00
Davenport, agent telegrapher.....	75.00
Chandler, clerk telegrapher.....	75.00
Clerk telegraphers.....	70.00
Wellston, agent telegrapher.....	75.00
Luther, agent telegrapher.....	75.00
Jones, agent telegrapher.....	70.00
Clerk telegrapher.....	70.00
Spencer, agent telegrapher.....	70.00
Oklahoma City (HO), clerk teleg.....	85.00
(YD), clerk telegrapher.....	85.00
Wheatland, agent telegrapher.....	70.00
Mustang, agent telegrapher.....	70.00
Tuttle, agent telegrapher.....	75.00
Amber, agent telegrapher.....	65.00
Chickasha, clerk telegraphers.....	75.00
Nore, agent telegrapher.....	70.00
Cement, agent telegrapher.....	80.00
Cyril, agent telegrapher.....	70.00
Fletcher, agent telegrapher.....	70.00
Elgin, agent telegrapher.....	70.00
Fort Sill, agent telegrapher.....	75.00
Lawton, clerk telegraphers.....	75.00
Cache, agent telegrapher.....	70.00
Indianoma, agent telegrapher.....	70.00
Snyder, clerk telegrapher.....	80.00
Clerk telegrapher.....	75.00
Headrick, agent telegrapher.....	75.00
Altus, clerk telegraphers.....	70.00
Olustee, agent telegrapher.....	70.00
Eldorado, cashier telegrapher.....	75.00

Station and Position.	Rate per Month.
Kiefer, clerk telegrapher.....	\$ 75.00
Mounds, agent telegrapher.....	80.00
Beggs, clerk telegrapher.....	70.00
Preston, agent telegrapher.....	75.00
Okmulgee, clerk telegraphers.....	75.00
Schulter, agent telegrapher.....	75.00
Henryetta, clerk telegraphers.....	75.00
Wleetka, clerk telegraphers.....	75.00
Wetumka, agent telegrapher.....	70.00
Yeager, agent telegrapher.....	75.00
Holdenville, clerk telegrapher.....	*85.00
Clerk telegraphers.....	75.00
Spaulding, agent telegrapher.....	70.00
Sasakwa, agent telegrapher.....	75.00
Francis, manager.....	90.00
Clerk telegrapher.....	85.00
Ada, clerk telegrapher.....	75.00
Fitzhugh, agent telegrapher.....	70.00
Roff, clerk telegraphers.....	75.00
Hickory, agent telegrapher.....	70.00
Scullin, agent telegrapher.....	80.00
Sulphur, cashier telegrapher.....	80.00
Mill Creek, agent telegrapher.....	80.00
Clerk telegraphers.....	75.00
Ravia, agent telegrapher.....	80.00
Randolph, clerk telegrapher.....	75.00
Madill, clerk telegraphers.....	75.00
Kingston, agent telegrapher.....	75.00
Woodville, agent telegrapher.....	75.00
Platter, agent telegrapher.....	65.00
Texas Junction, clerk telegrapher....	75.00

NORTHERN DIVISION.

Station and Position.	Rate per Month.
Kansas City (OX), clerk telegrapher. \$	80.00
Rosedale, agent telegrapher.....	75.00
Merriam, agent telegrapher.....	65.00
Lenexa, agent telegrapher.....	70.00
Olathe, clerk telegraphers.....	80.00
Bonita, agent telegrapher.....	70.00
Ocheltree, agent telegrapher.....	70.00
Spring Hill, agent telegrapher.....	70.00
Clerk telegraphers.....	70.00
Hillsdale, agent telegrapher.....	75.00
Clerk telegraphers.....	70.00
Paola, clerk telegraphers.....	82.50
Henson, agent telegrapher.....	65.00
Fontana, agent telegrapher.....	70.00
La Cygne, agent telegrapher.....	70.00
Clerk telegraphers.....	70.00
Boicourt, agent telegrapher.....	70.00
Pleasanton, cashier telegrapher.....	80.00
Clerk telegraphers.....	70.00
Linton, agent telegrapher.....	75.00
Prescott, agent telegrapher.....	70.00
Fulton, agent telegrapher.....	70.00
Hammond, agent telegrapher.....	75.00
Clerk telegraphers.....	70.00
Hume, agent telegrapher.....	75.00
Rich Hill, agent telegrapher.....	85.00
Edward, agent telegrapher.....	70.00
Clerk telegraphers.....	70.00
Garland, agent telegrapher.....	65.00
Arcadia, clerk telegraphers.....	75.00
Liberal, agent telegrapher.....	85.00
Lamar, cashier telegrapher.....	70.00
Clerk telegraphers.....	70.00
Iantha, agent telegrapher.....	70.00
Golden City, agent telegrapher.....	80.00

*Paid by Western Union.

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Lockwood, cashier telegrapher.....	\$ 75.00	Cedar Gap, agent telegrapher.....	\$ 75.00
Clerk telegraphers.....	70.00	Clerk telegraphers.....	70.00
South Greenfield, agent telegrapher...	75.00	Mansfield, agent telegrapher.....	75.00
Everton, agent telegrapher.....	65.00	Norwood, agent telegrapher.....	70.00
Ash Grove, clerk telegraphers.....	75.00	Mountain Grove, clerk telegraphers...	70.00
Bois D'Arc, agent telegrapher.....	70.00	Cabool, agent telegrapher.....	75.00
Greenfield, agent telegrapher.....	75.00	Willow Springs, clerk telegraphers...	75.00
Miller, agent telegrapher.....	65.00	Burnham, agent telegrapher.....	65.00
Mount Vernon, agent telegrapher...	80.00	Olden, agent telegrapher.....	65.00
Farlington, agent telegrapher.....	65.00	West Plains, clerk telegraphers.....	75.00
Girard, cashier telegrapher.....	80.00	Brandsville, agent telegrapher.....	70.00
Clerk telegraphers.....	70.00	Koshkonong, agent telegrapher.....	70.00
Cherokee, cashier telegrapher.....	75.00	Thayer, manager.....	90.00
Scammon, clerk telegrapher.....	75.00	Clerk telegraphers.....	85.00
Turck, agent telegrapher.....	70.00	Mammoth Spring, agent telegrapher..	65.00
Columbus, clerk telegraphers.....	75.00	Hardy, agent telegrapher.....	75.00
Baxter, cashier telegrapher.....	80.00	Clerk telegraphers.....	75.00
Clerk telegraphers.....	75.00	Williford, agent telegrapher.....	70.00
Quapaw, agent telegrapher.....	80.00	Ravenden, agent telegrapher.....	70.00
Cashier telegrapher.....	80.00	Imboden, agent telegrapher.....	75.00
Miami, clerk telegraphers.....	70.00	Black Rock, clerk telegraphers.....	75.00
Opolis, agent telegrapher.....	60.00	Hoxie, clerk telegraphers.....	80.00
Mulberry, cashier telegrapher.....	80.00	Bono, agent telegrapher.....	80.00
Minden, agent telegrapher.....	75.00	Jonesboro, clerk telegraphers.....	80.00
Pittsburg, clerk telegraphers.....	75.00	Bay, agent telegrapher.....	75.00
Weir, cashier telegrapher.....	75.00	Truman, cashier telegrapher.....	80.00
McCune, agent telegrapher.....	65.00	Marked Tree, clerk telegraphers.....	80.00
Parsons, clerk telegrapher.....	65.00	Deckerville, agent telegrapher.....	70.00
Wentworth, agent telegrapher.....	70.00	Tyronza, agent telegrapher.....	70.00
Sarcozie, agent telegrapher.....	65.00	Turrell, clerk telegraphers.....	80.00
Reeds, agent telegrapher.....	65.00	Clarkdale, agent telegrapher.....	75.00
Carthage, clerk telegraphers.....	75.00	Harvard, clerk telegraphers.....	80.00
Oronogo Junction, agent telegrapher..	80.00	Mountain View, clerk telegrapher.....	65.00
Webb City, clerk telegrapher.....	70.00	Birch Tree, agent telegrapher.....	75.00
Joplin (JN), manager.....	90.00	Winona, agent telegrapher.....	70.00
Clerk telegraphers.....	85.00	Chicopee, agent telegrapher.....	65.00
Ruth Yard, clerk telegraphers.....	75.00	Hunter, agent telegrapher.....	75.00
West Joplin, clerk telegrapher.....	70.00	Marion, agent telegrapher.....	75.00
Galena, cashier telegrapher.....	75.00	Tower No. 2, clerk telegraphers.....	80.00
Carl Junction, clerk telegraphers.....	70.00	Tower No. 3, clerk telegrapher.....	95.00
Oswego, clerk telegrapher.....	*15.00	Clerk telegraphers.....	90.00
Clerk telegrapher.....	70.00	Yale, clerk telegrapher.....	75.00
Altamont, agent telegrapher.....	65.00	Capleville, agent telegrapher.....	70.00
Mound Valley, agent telegrapher.....	75.00	Olive Branch, agent telegrapher.....	75.00
Cherryvale, clerk telegraphers.....	70.00	Miller, agent telegrapher.....	65.00
Neodesha, clerk telegraphers.....	82.50	Byhalia, clerk telegraphers.....	70.00
Fredonia, clerk telegraphers.....	70.00	Victoria, agent telegrapher.....	65.00
Fall River, agent telegrapher.....	60.00	Red Banks, agent telegrapher.....	75.00
Severy, agent telegrapher.....	80.00	Potts Camp, agent telegrapher.....	70.00
Cashier telegrapher.....	75.00	Hickory Flat, agent telegrapher.....	70.00
Piedmont, agent telegrapher.....	65.00	Myrtle, agent telegrapher.....	70.00
Beaumont Junction, agent telegrapher	80.00	New Albany, clerk telegraphers.....	75.00
Clerk telegraphers.....	75.00	Sherman, agent telegrapher.....	75.00
Leon, agent telegrapher.....	70.00	Tupelo, clerk telegraphers.....	75.00
Augusta, clerk telegrapher.....	70.00	Nettleton, agent telegrapher.....	65.00
Andover, agent telegrapher.....	65.00	Amory, manager.....	90.00
Patterson, agent telegrapher.....	65.00	Clerk telegraphers.....	85.00
Bentley, agent telegrapher.....	65.00	Aberdeen, cashier telegrapher.....	80.00
Buhler, agent telegrapher.....	70.00	Quincy, agent telegrapher.....	70.00
Lorraine, agent telegrapher.....	80.00	Gatman, agent telegrapher.....	70.00
Frederick, agent telegrapher.....	65.00	Sulligent, agent telegrapher.....	80.00
Ellsworth, agent telegrapher.....	80.00	Clerk telegraphers.....	70.00
SOUTHERN DIVISION.			
Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Turner, clerk telegrapher.....	\$ 65.00	Carbon Hill, clerk telegraphers.....	75.00
Rogersville, agent telegrapher.....	65.00	Townley, cashier telegrapher.....	75.00
Fordland, agent telegrapher.....	65.00	Jasper, clerk telegraphers.....	75.00
Seymour, agent telegrapher.....	70.00	Cordova, clerk telegrapher.....	70.00
		Dora, clerk telegrapher.....	75.00
		Bergens, clerk telegrapher.....	75.00
		Quinton, agent telegrapher.....	65.00
		Palos, clerk telegraphers.....	65.00

*Western Union pays \$60.00.

Station and Position.	Rate per Month.
Coal Creek, clerk telegrapher.....	\$ 65.00
Adamsville, agent telegrapher.....	75.00
Pratt City, cashier telegrapher.....	80.00
Clerk telegraphers.....	70.00
Thomas Junction, clerk telegraphers..	70.00
Frt. Yd. Junction, clerk telegraphers..	70.00
Ensley, agent telegrapher.....	110.00
Bessemer, agent telegrapher.....	110.00

RIVER AND CAPE DIVISION.

Station and Position.	Rate per Month.
Gravois, agent telegrapher.....	\$ 70.00
Ten Brook, agent telegrapher.....	70.00
Imperial, clerk telegrapher.....	65.00
Barnhart, agent telegrapher.....	70.00
Festus, agent telegrapher.....	80.00
Crystal City, clerk telegraphers.....	75.00
Rush Tower, agent telegrapher.....	65.00
St. Marys, agent telegrapher.....	80.00
McBride, agent telegrapher.....	65.00
Menfro, agent telegrapher.....	70.00
Seventy Six, agent telegrapher.....	70.00
Wittenberg, clerk telegrapher.....	70.00
Neelys, agent telegrapher.....	70.00
Cape Girardeau, ticket clerk teleg...	100.00
Clerk telegraphers.....	75.00
Chaffee, manager.....	90.00
Clerk telegrapher.....	85.00
Oran, agent telegrapher.....	80.00
Brooks Junction, agent telegrapher...	70.00
Slkeston, clerk telegraphers.....	75.00
Matthews, agent telegrapher.....	70.00
Portageville, clerk telegrapher.....	70.00
Marston, agent telegrapher.....	70.00
Haytl, clerk telegraphers.....	75.00
Caruthersville, clerk telegrapher.....	70.00
Steele, agent telegrapher.....	70.00
Holland, agent telegrapher.....	75.00
Blytheville, clerk telegraphers.....	70.00
Burdette, agent telegrapher.....	75.00
Luxora, agent telegrapher.....	80.00
Osceola, clerk telegrapher.....	80.00
Clerk telegrapher.....	70.00
Wilson, agent telegrapher.....	80.00
Bassett, agent telegrapher.....	70.00
Frenchman's Bayou, agent telegrapher	70.00
Delta, agent telegrapher.....	75.00
Advance, agent telegrapher.....	80.00
Brownwood, agent telegrapher.....	80.00
Puxico, agent telegrapher.....	80.00
Poplar Bluff, cashier telegrapher.....	85.00
Naylor, agent telegrapher.....	70.00
Success, agent telegrapher.....	75.00
Reyno, agent telegrapher.....	65.00
Biggers, agent telegrapher.....	75.00
Pocahontas, cashier telegrapher.....	80.00
Walnut Ridge, agent telegrapher.....	90.00
Williamsville, agent telegrapher.....	85.00
Fremdsdorf, agent telegrapher.....	60.00
Commerce, agent telegrapher.....	70.00
Benton, agent telegrapher.....	70.00
Morley, agent telegrapher.....	75.00

Station and Position.	Rate per Month.
Vanduser, agent telegrapher.....	\$ 70.00
Morehouse, agent telegrapher.....	90.00
Gideon, agent telegrapher.....	75.00
Clarkston, agent telegrapher.....	75.00
Malden, agent telegrapher.....	90.00
Gibson, agent telegrapher.....	70.00
Kennett, clerk telegrapher.....	75.00
Senath, agent telegrapher.....	70.00
Campbell, clerk telegrapher.....	75.00
Bloomfield, agent telegrapher.....	85.00
Zalma, agent telegrapher.....	65.00
Pascola, agent telegrapher.....	75.00

ST. LOUIS AND SAN FRANCISCO RAILROAD.

James W. Lusk, W. C. Nixon, W. B. Biddle, Receivers.

St. Louis, January 2, 1914.

For the information of all employes the circular shown below is hereby reprinted, with the following explanation as to how it shall be applied:

Any position of exclusive agent may be filled by the appointment of any qualified employe of the road. In case of vacancies at the stations named below notice will be bulletined on every division of the railroad, other vacancies will be bulletined upon the division upon which located, except that agencies at St. Louis, Kansas City, Memphis, Birmingham, Oklahoma City and Wichita, will not be bulletined:

Springfield,	Cape Girardeau,
Monett,	Fort Scott,
Enid,	Joplin,
Sapulpa,	Tulsa,
Hugo,	Muskogee.
Fort Smith,	

Transportation Department.

St. Louis, Mo., June, 1910.

To All Concerned:

The management desires that competent employes may enjoy the benefit of promotion. Beginning July 1st, superintendents will have notices posted in each station on their division, advising of vacancies in agencies at the larger stations, with the exception of Kansas City, Oklahoma City, Birmingham, Memphis, Wichita and St. Louis, and any employe feeling competent to fill vacancy is invited to make application for promotion to the position within five days of date of notice.

W. T. TYLER, Gen'l Supt. 1st Dist.
J. E. HUTCHISON, Gen'l Supt. 2d Dist.
J. A. FRATES, Supt. 3d Dist.

Approved: W. C. NIXON,
Vice-Prest. and Gen'l Mgr.

St. Louis Southwestern Railway Company

St. Louis Southwestern Railway Company of Texas

(EFFECTIVE JANUARY 31, 1917.)

The following rules, regulations and rates of pay govern the employment of telegraphers:

ARTICLE I.

(a) Employees occupying positions specified in the wage scale (Article XVIII), will be considered telegraphers within the meaning of this schedule. When similar positions are created the wages will be fixed to conform to like positions on the division, and they will be subject to the provisions of this schedule. Agents not required to perform telegraph service shall not be subject to nor be affected by the provisions of articles covering hours of service, meal hours, overtime and Sunday service.

(b) No other employee except train dispatchers, and those covered by this schedule, will be permitted to handle train orders at offices where a telegrapher is located, except that in an emergency the conductor may call dispatcher.

ARTICLE II.

(a) Excluding the meal hour, nine consecutive hours constitutes a day for telegraphers at "GO" St. Louis, "SO" Ilmo, "CB" Pine Bluff Shops, "SA" Mount Pleasant, "QN" Tyler, and "CG" Tyler, and at offices continuously operated night and day, where three or more telegraphers are employed.

(b) Excluding the meal hour, ten consecutive hours constitute a day for telegraphers at all other points.

(c) Time off for meals not to be counted as splitting a trick.

(d) The Hours of Service Law must not be violated.

ARTICLE III.

(a) Telegraphers required to work overtime in performance of any duties at "GO" St. Louis, "SO" Ilmo, "CB" Pine Bluff Shops, and "CG" Tyler shall be paid pro rata on basis of monthly rate of pay, with minimum of 35 cents per hour. At other points, at the rate of 35 cents per hour.

(b) Telegraphers called or directed to return before and after regular working hours, shall for the first hour or fraction thereof, be paid 50 cents therefor, and time in excess of one hour shall be computed as per section "c" of this article, and paid for at rate of 35 cents per hour; if directed to remain on duty after regular working hours, overtime therefor shall be computed as per section "c" of this article and paid for at rate of 35 cents per hour.

(c) In computing overtime under this article, thirty minutes or less shall not be counted; over thirty minutes and less than one hour shall be counted as one hour.

(d) Overtime will not be allowed telegraphers unless prescribed form is mailed to manager or, chief dispatcher within three days from the time service is performed.

(e) Telegraphers will be notified when overtime claimed is not allowed.

ARTICLE IV.

(a) A telegrapher, regular or on extra board, employed at wreck, washout, or account of other casualty, shall be paid at rate of pay established for his regular position, with a minimum of \$3.00 per day of ten hours or less, overtime at regular rates, and, in addition, shall be allowed necessary expenses while away from home station, not to exceed \$1.00 per day.

(b) Time shall be computed from time of leaving starting point until return thereto, except when relieved for rest or assigned to service elsewhere.

ARTICLE V.

(a) When practicable, telegraphers, excepting those performing duties of levermen, shall be allowed one hour for meals between 11:30 and 1:30, day and night; when not allowed the meal hour between 11:30 and 1:30, day and night, they shall be paid therefor, and thirty minutes shall be allowed for lunch, at first opportunity.

(b) On eight-hour trips no allowance will be made for meals.

ARTICLE VI.

Telegraphers required to care for switch lamps shall be paid 50 cents per lamp per month.

ARTICLE VII.

Telegraphers instructed to attend court on business of these or other railroad or telegraph companies or investigations in which they are not involved, shall be paid (salary and commission) for time lost, and if away from home station, shall be allowed necessary expenses. The companies will be entitled to their mileage and witness fees.

ARTICLE VIII.

Telegraphers will be excused from Sunday work as far as work will permit. At stations where the agent is also the telegrapher and where no other telegraphers are employed, agent will not be required to work to exceed six hours in the aggregate on Sunday. If required, by competent authority, to work more than six hours, overtime at regular rate will be allowed, as per Article III (a).

ARTICLE IX.

Service certificates and letters of recommendation taken up for investigation shall be returned to telegrapher within sixty days.

ARTICLE X.

(a) When a change causes telegrapher to move, he will be furnished transportation for himself, family and household goods, when not in violation of the law.

(b) Telegraphers transferred by the company, or to accept bulletined positions, will be allowed regular pay while in transit and in making such transfers; rate of pay to be based on position vacated.

(c) A regularly assigned telegrapher required by the company to perform relief work shall be paid for each calendar day lost making the transfer, and performing relief work, at the rate applicable to his regular position, and, in addition, \$1.00 per calendar day shall be allowed for expenses while away from his home station.

(d) A regularly assigned telegrapher returning to duty from leave of absence who gives five days' advance notice to his superintendent as to date he will be ready to resume duty, shall, if transfer is delayed, be reimbursed at rate applicable to his regular position for each calendar day in excess of five, from the date fixed.

(e) A telegrapher who vacates a position will not be permitted to apply for that vacancy until it has been assigned under bulletin and again vacated.

ARTICLE XI.

(a) Competency and fitness for position and seniority will govern in promotion of telegraphers.

(b) Superintendent or, in case of telegraphers on pay-roll of superintendent of telegraph, superintendent of telegraph shall be the judge as to competency and fitness. If a telegrapher assigned to a position is, in the judgment of superintendent or superintendent of telegraph, unable to satisfactorily fill such position, he will, if otherwise qualified, be placed on extra list and will retain his seniority.

(c) Telegraphers desiring positions in relay offices will file applications for same with superintendent of telegraph, and these applications will be considered as vacancies occur or additions are made to the force.

(d) Telegraphers shall have seniority on the division to which assigned at time of employment, and seniority shall be as of the date of employment; a telegrapher declining promotion shall not lose his seniority.

(e) St. Louis Southwestern Railway, including leased, operated and independent lines, and St. Louis Southwestern Railway of Texas, including leased, operated and independent lines, each comprise one division, except that relay offices on pay-roll of superintendent of telegraph are common to and a part of both divisions.

(f) A telegrapher promoted or transferred to position of train dispatcher, manager, any position in station service, traveling auditor in station service, chief clerkship in general offices and in superintendents' offices, or to any official position in the service of these companies, or a telegrapher employe of these companies elected to represent employes, will retain his seniority as telegrapher as earned of that date. (This not to be retroactive.)

(g) Permanent vacancies and permanent new positions shall be promptly bulletined to all offices on the division, and in relay offices on pay-roll of superintendent of telegraph, shall be promptly bulletined to all offices on both divisions; and the senior telegrapher making written application within five days from date of bulletin will be assigned if, in the judgment of superintendent or superintendent of telegraph, he is competent. An agent at a regular telegraph station to whom the duties of telegrapher are assigned or withdrawn, will not

be disturbed in his position by reason of such changed duties.

(h) In the reduction of force at an office where two or more telegraphers are employed, the junior telegrapher in that office will be displaced and the lowest salary abolished, and in increasing the force, at such office, same will be filled as per section "g" of this article. A telegrapher displaced in reduction of force may displace the junior regularly assigned telegrapher on a division, provided his seniority will permit, or be placed on extra list, and will retain his seniority; except that a telegrapher released from temporary new position or special service, may return to the position which he vacated to accept such service.

(i) Trading positions will not be permitted.

(j) In January and July of each year seniority lists of telegraphers will be furnished by superintendent and superintendent of telegraph to general chairman of employes' committee.

ARTICLE XII.

(a) Telegraphers shall not be discharged or otherwise disciplined except for just cause.

(b) Should a telegrapher who has been discharged or otherwise disciplined, consider such action or other treatment unjust, he may within five days after such action or other treatment, individually or through telegraphers who are employes of these companies, appeal in writing to superintendent, except that telegraphers on pay-roll of superintendent of telegraph may appeal in writing to superintendent of telegraph. If not satisfied with decision of superintendent, or superintendent of telegraph, the telegrapher may, within five days after such decision, appeal in writing to general manager, whose decision will be made within reasonable time.

(c) If appeal is made, telegrapher shall be given a fair and impartial hearing, at which he or telegraphers in the employ of these companies, representing him, or both, may be present.

(d) A telegrapher suspended from the service, pending investigation, or who has made a written complaint of unjust treatment, shall be given a hearing and decision within ten days.

(e) If telegrapher is found to be without fault, he shall be reinstated and be paid for time lost.

ARTICLE XIII.

Telegraphers leaving the service shall, on request, be given a service certificate stating time of service and capacity in which employed.

ARTICLE XIV.

Telegraphers employed at stations will be under the immediate control of the agent, and shall perform such duties pertaining to the work of the station as may be required.

ARTICLE XV.

Telegraphers will not be required to clean main or local batteries at stations where more than twelve cells are used; and will not be required to scrub offices, waiting rooms or outbuildings, but will be required to see that they are kept clean.

ARTICLE XVI.

At stations where more than one telegrapher is employed, the day or first trick telegrapher will be manager of the telegraph office, except where other arrangement is made by superintendent of telegraph.

ARTICLE XVII.

There shall be no discrimination against a telegrapher on account of his being a member of a railway labor organization or on account of his serving on telegraphers' committee.

ARTICLE XVIII.

WAGE SCALE.

Station and Position.	Rate Per Month.
St. Louis (GO), operator.....	\$102.50
Illmo (SO), two operators	97.50
Operator	92.50
Fornfelt, three clerk operators.....	70.00
Rockview, three levermen operators..	70.00
Mesler, operator.....	70.00
Ardeola, agent operator.....	72.50
Avert, operator.....	70.00
Zeta, agent operator.....	72.50
Idalia, agent operator.....	80.00
Dexter Jct., three clerk operators...	72.50
Dexter, agent	110.00
Cashier operator.....	82.50
Bernie, agent operator.....	70.00
Malden, agent	125.00
Clerk operator.....	80.00
Clerk operator.....	75.00
Clerk operator.....	72.50
Farma, agent.....	80.00
Clerk operator.....	70.00
Lilbourn, agent operator.....	85.00
Clerk operator.....	70.00
New Madrid, cashier operator.....	82.50
LaForge, agent operator.....	70.00
East Prairie, agent operator.....	70.00
Wyatt, agent operator.....	67.50
Birds Point, cashier operator.....	72.50
Campbell, agent.....	105.00
Clerk operator.....	75.00
St. Francis, agent operator.....	72.50
Clerk operator.....	72.50
Clerk operator.....	70.00
Piggott, agent	60.00
Clerk operator.....	72.50
Greenway, agent operator.....	65.00
Rector, agent operator.....	60.00
Clerk operator.....	72.50
Clerk operator.....	70.00
Marmaduke, agent operator.....	60.00
Clerk operator.....	72.50
Paragould, clerk operator.....	82.50
Clerk operator.....	75.00
Clerk operator.....	72.50
Cardwell, agent operator.....	60.00
Arbyrd, agent operator.....	67.50
Hollywood, agent operator.....	67.00
Hornersville, agent	55.00
Cashier operator.....	70.00
Blytheville, agent operator.....	120.00
Brookland, agent operator.....	60.00
Jonesboro, three operators.....	82.50
Otwell, operator.....	70.00
Weiner, agent operator.....	70.00
Fisher, agent operator.....	62.50
Hickory Ridge, agent operator.....	67.50
Tilton, agent operator.....	67.50

Station and Position.	Rate Per Month.
Fair Oaks, agent operator.....	\$ 90.00
Two clerk operators.....	75.00
Hunter, agent operator.....	75.00
Clerk operator.....	70.00
Fargo, agent operator.....	70.00
Brinkley, agent	80.00
Clarendon, agent.....	125.00
Three clerk operators.....	72.50
Roe, agent operator.....	65.00
Stuttgart, clerk operator.....	75.00
Two clerk operators.....	72.50
Almyra, agent operator.....	65.00
DeWitt, agent	55.00
Clerk operator.....	70.00
Gillett, agent operator.....	60.00
Fairmount, agent operator.....	70.00
LaGrue, agent operator.....	70.00
Coy, agent operator.....	70.00
England, agent.....	55.00
Clerk operator.....	75.00
Keo, agent operator.....	65.00
Scotts, agent operator.....	67.50
Argenta (AY), clerk operator.....	77.50
(GN), clerk operator.....	82.50
Humphreys, agent operator.....	67.50
Wabbaseka, clerk operator.....	70.00
Altheimer, agent.....	85.00
Clerk operator.....	72.50
Sherrill, agent operator.....	70.00
Rob Roy, agent operator.....	82.50
Pine Bluff (CB), five operators.....	102.50
(FD), clerk operator.....	80.00
Kedron, operator.....	70.00
Rison, agent operator.....	70.00
Kingsland, agent operator.....	65.00
Fordyce, agent	70.00
Three clerk operators.....	72.50
Thornton, agent operator.....	60.00
Bearden, agent operator.....	85.00
Millville, agent operator.....	55.00
Eagle Mills, agent operator.....	65.00
Kent, operator.....	70.00
Camden, clerk operator.....	80.00
Two clerk operators.....	75.00
Buena Vista, agent operator.....	65.00
Stephens, agent operator.....	67.50
Milner, operator.....	70.00
McNeil, agent operator.....	85.00
Waldo, agent operator.....	85.00
Buckner, agent operator.....	67.50
Stamps, agent	60.00
Clerk operator.....	72.50
Lewisville, agent operator.....	70.00
Two clerk operators.....	72.50
Bradley, agent operator.....	65.00
Plain Dealing, agent operator.....	60.00
Benton, agent operator.....	65.00
Shreveport, three clerk operators....	75.00
Garland City, agent operator.....	65.00
Texarkana, three operators.....	82.50
Redwater, agent operator.....	70.00
Maud, agent operator.....	65.00
Corley, clerk operator.....	70.00
Bassetts, agent operator.....	70.00
Naples, agent operator.....	60.00
Omaha, agent operator.....	65.00
Clerk operator.....	70.00
Cookville, agent operator.....	65.00
Mt. Pleasant, agent	135.00
Manager operator.....	100.00
Two operators.....	90.00
Winfield, agent operator.....	60.00
Mt. Vernon, agent.....	60.00
Clerk operator.....	70.00

Station and Position.	Rate Per Month.	Station and Position.	Rate Per Month.
Saltillo, agent operator.....	\$ 60.00	Trinidad, agent operator.....	\$ 67.50
Weaver, clerk operator.....	70.00	Kerens, agent operator.....	60.00
Sulphur Springs, agent.....	125.00	Corsicana, clerk operator.....	80.00
Clerk operator.....	72.50	Two clerk operators.....	77.50
Commerce, three operators.....	80.00	Barry, agent operator.....	65.00
Wolfe City, agent.....	110.00	Blooming Grove, agent operator.....	77.50
Cashier operator.....	80.00	Frost, agent operator.....	75.00
Whitewright, agent operator.....	75.00	Mertens, agent operator.....	77.50
Tom Bean, agent operator.....	65.00	Brandon, agent operator.....	70.00
Sherman, clerk operator.....	77.50	Hillsboro, cashier operator.....	87.50
Greenville, clerk operator.....	80.00	Purdon, agent operator.....	62.50
Clerk operator.....	77.50	Dawson, agent operator.....	72.50
Clerk operator.....	75.00	Hubbard, clerk operator.....	72.50
Josephine, agent operator.....	65.00	Mt. Calm, agent operator.....	82.50
Nevada, agent operator.....	78.00	Axtell, agent operator.....	65.00
Wylie, agent operator.....	100.00	I. & G. N. Crossing, three lev.-oprs..	72.50
Piano, agent.....	115.00	East Waco, clerk operator.....	80.00
Cashier operator.....	80.00	Two clerk operators.....	77.50
Addison, agent operator.....	75.00	Waco (A), clerk operator.....	80.00
Dallas (DV), operator.....	82.50	McGregor, cashier operator.....	80.00
(FT), clerk operator.....	75.00	Oglesby, agent operator.....	65.00
Carrollton, agent.....	90.00	Gatesville, clerk operator.....	72.50
Grapevine, agent operator.....	75.00	Ireland, agent operator.....	65.00
North Ft. Worth, two clerk operators.	80.00	Hamilton, agent.....	115.00
Fort Worth (YD), clerk operator.....	77.50	Cashier operator.....	80.00
(FD), clerk operator.....	82.50	Clerk operator.....	70.00
Pittsburg, agent.....	125.00	Lamkin, agent operator.....	67.50
Cashier operator.....	85.00	Gustine, agent operator.....	62.50
Clerk operator.....	72.50	Comanche, agent.....	125.00
Bettie, agent operator.....	62.50	Cashier operator.....	75.00
Gilmer, agent.....	125.00	Carlton, agent operator.....	60.00
Cashier operator.....	85.00	Alexander, agent operator.....	72.50
Clerk operator.....	72.50		
Clerk operator.....	75.00		
Winona, agent operator.....	65.00		
Tyler (QN), three operators.....	85.00		
(CG), three operators.....	102.50		
Flint, agent operator.....	65.00		
Bullard, agent operator.....	60.00		
Mt. Selman, agent operator.....	62.50		
Jacksonville, cashier operator.....	85.00		
Craft, agent operator.....	67.50		
Dialville, agent operator.....	60.00		
Rusk, agent.....	120.00		
Cashier operator.....	80.00		
Alto, agent.....	60.00		
Clerk operator.....	75.00		
Wells, agent operator.....	78.00		
Lufkin, clerk operator.....	77.50		
Clerk operator.....	75.00		
Huntington, agent operator.....	77.50		
Broadus, agent operator.....	67.50		
Ratcliff, agent operator.....	75.00		
Chandler, agent operator.....	62.50		
Brownsboro, agent operator.....	62.50		
Murchison, agent operator.....	62.50		
Athens, agent.....	125.00		
Cashier operator.....	85.00		
Clerk operator.....	75.00		
Clerk operator.....	72.50		
Malakoff, agent operator.....	75.00		

(b) When commissions accruing to any position are entirely removed, immediate adjustment of salary will be made conforming to positions of a similar class on the division where located.

ARTICLE XIX.

Telegraphers and others concerned will be furnished a copy of these rules and regulations.

ARTICLE XX.

(a) These rules and regulations supersede all former rules and regulations and special rulings in conflict therewith.

(b) No changes shall be made in these rules, regulations and rates of pay until after thirty days' notice.

For the Companies:

W. J. WILLIAMS,
Sup't Telegraph.

For the Employees:

H. C. FRIZIELLE,
E. E. NETTLES.

Approved: W. T. TYLER,
General Manager.

February 27th, 1917.

Southern Railway System

LINES WEST

The Cincinnati, New Orleans & Texas Pacific Railway Company

(EFFECTIVE MARCH 1, 1917.)

Adopted July, 1906
Amended Aug., 1907
Amended March, 1910
Amended July, 1911
Amended March, 1913

The following rules and regulations will govern rates of pay and conditions of service of agent-operators, telegraph operators, telephone operators and other employees specified herein, and will supersede rules and rates of pay inconsistent therewith.

ARTICLE I.

Promotion.

(a) Preference for promotion shall be given to the employees who have been longest in the service, provided they are equal in merit, capacity and qualifications to other employees in the service.

(b) Agent-operators and operators will be eligible for promotion to train dispatching and station service positions, provided they are qualified.

ARTICLE II.

Service Age.

(a) Service age will be effective and will date from the last time entering service.

(b) Service age will apply when vacancies occur, new positions are created, positions abolished or conditions materially changed in accordance with Clause (f) of this article.

(c) The service age lists will be prepared by the superintendent twice a year, copies of which will be sent to all employees affected, who are in actual service.

(d) New positions or permanent vacancies will be bulletined within five (5) days to all offices; offices which cannot be reached conveniently by mail will be notified by wire; within ten (10) days from date of bulletin employees desiring the position will make application therefor, failing to do which they will not be eligible for position until another vacancy occurs; such position will be filled within thirty (30) days when practicable.

(e) Temporary positions or vacancies for a period of thirty (30) days or more will be bulletined to all extra employees within two (2) days; the oldest extra employee desiring such position will be assigned to it within seven (7) days provided he is competent, reliable and makes application for it within two (2) days from date of bulletin.

(f) When offices or positions are abolished, the force is reduced or material changes made in conditions, any employee affected, if capable, will have the privilege of accepting within fifteen (15) days, any position covered by this schedule to which his seniority entitles him, provided in doing

so he will not displace any employee who has been in the service more than five (5) years; in the event there are not any employees in the service younger than five (5) years, the youngest employee may be displaced. Trading positions will not be permitted.

(g) An employee who accepts and is assigned to a bulletined position will not be eligible to the position vacated by him until it has been filled and re-bulletined.

(h) If an employee assigned to a position becomes incapacitated or is unable to properly fill the position, he will, if retained, be assigned to the extra list, and will retain his seniority.

(i) When necessary to reduce force, employees will be laid off in the reverse order of their employment, the last man employed to be laid off first. Provided they respond within ten (10) days after date of notice, men so laid off will retain their service age and be given work when needed in preference to new men.

(j) When a temporary position or vacancy of less than thirty (30) days occurs, it shall be awarded to the oldest available extra employee if he is competent.

(k) Employees covered by this agreement who are dismissed and re-employed within six (6) months, may not lose their service age but if over six (6) months has elapsed after dismissal and before re-employment they will rank as new men; if cases are under consideration between officers of the company and the committee at expiration of the six (6) months period, time limit will be extended to cover such cases.

(l) When a vacancy occurs in a relay office, it will be available to the employees in that office and will be awarded to the oldest applicant, if capable. The last trick in a relay office will, when a vacancy occurs, be bulletined to all operators, but the superintendent of telegraph will select the men to fill such positions, employees applying therefor to be considered first.

Paragraph (f) of this article will not apply when operator to be displaced is an employee in a relay office; if positions are abolished or force reduced in relay offices, the employees affected will be assigned to the extra list.

(m) Employees occupying positions when they are first placed in the schedule will not be displaced by reason of their service age.

ARTICLE III.

Hours and Overtime.

(a) At offices where but one agent-operator or operator is employed, ten (10) consecutive hours, exclusive of meal hour, will constitute a day's work, which will commence from 6:00 a. m. to 8:00 a. m. or

from 6:00 p. m. to 8:00 p. m.; eleven (11) consecutive hours, not including meal hour, shall constitute a day's work for exclusive station agents or levermen coming under this arrangement; when it can be arranged without detriment to the service, agent-operators or operators may be relieved before the expiration of the ten (10) hour period.

(b) Where two operators are employed, nine (9) consecutive hours will constitute a day's work.

(c) Where three or more operators are employed, eight (8) consecutive hours, exclusive of time required to make office transfer, will constitute a day's work.

(d) When required by competent authority to remain on duty in excess of the regular number of hours, they will be paid overtime at the rate of forty (40) cents per hour; when required to double, overtime will be paid for at the rate of forty (40) cents per hour, except that where the pro rata rate is higher it will apply.

(e) For emergency calls or meeting trains after being relieved, they will be paid fifty (50) cents for the call and first hour and forty (40) cents for each hour held on duty thereafter in excess of regular hours.

(f) In computing overtime, anything less than thirty (30) minutes will not be counted; thirty (30) minutes and less than sixty (60) minutes will be counted one (1) hour.

(g) Forms for reporting overtime will be furnished all offices; overtime will not be allowed unless claim is forwarded to the chief train dispatcher within forty-eight (48) hours after the overtime is made; if not allowed, the claimant will be promptly notified.

(h) Employees will receive pay at the usual rates for the time they are required to lose by reason of the company desiring to change working hours.

ARTICLE IV.

Meal Hours.

Operators assigned to tricks in excess of nine (9) hours per day will be allowed one (1) unbroken hour between 11:30 a. m. and 1:30 p. m., or 11:30 p. m. and 1:30 a. m. for meals, but before leaving their offices they must obtain permission from the train dispatcher to do so; when the time above mentioned cannot be allowed for meals, they shall be paid for one (1) hour at overtime rates; when it can be arranged without detriment to the service, sufficient time will be allowed to get lunch.

(Note: This article does not apply to employees who are not required to perform telegraph or telephone service, but they will be given sufficient time to get meals.)

ARTICLE V.

Attending Court.

Employees required to attend court as witnesses for the company will be allowed regular schedule pay, transportation to and from, and reasonable expenses when away from home; if any time is not lost, they will be allowed pay at overtime rates for the time consumed in attending court outside of their hours of service; all witness or mileage fees, etc., to be paid the company.

ARTICLE VI.

Sunday Duty.

Agent-operators and operators will be excused from duty on Sundays whenever it is practicable without detriment to the service.

ARTICLE VII.

Leave of Absence—Vacation.

Leave of absence will be granted, when practicable, upon proper request.

Agent-operators or operators who have been in continuous service of the company for two (2) years or more, who have regular assignments, will, upon written request, be granted leave of absence of fifteen (15) days annually without reduction of pay; if request for leave of absence is declined, they will receive pay at regular schedule rates for fifteen (15) days in addition to their regular compensation.

ARTICLE VIII.

Emergency Offices.

For performing duties at places of accident, washout, or similar emergency offices, operators will be compensated at their regular schedule rates of pay, and in addition a reasonable amount for necessary expenses incurred, including time consumed in traveling to and from, provided, however, they shall not at the same time receive compensation for duty at their regular offices.

ARTICLE IX.

Transfers.

When a regularly assigned employee is temporarily transferred to a position paying a lower rate of pay than his regular assignment, he will be paid at the schedule rate of his regular wages; when transferred temporarily to a position paying a higher rate of pay, he will be paid at the rate of wages applying to such position; when a regularly assigned employee is transferred from his regular position to another position temporarily to work extra, he will be paid one dollar (\$1.00) per calendar day for expenses in addition to his regular schedule rate of pay, computed until he returns to his regular position or is relieved.

Employees transferred will be furnished free transportation for themselves, dependent families and effects and will be paid at regular schedule rates for time lost, rates of pay to be based on positions from which transfers are made.

ARTICLE X.

New Offices.

When new positions are created or new offices established, compensation will be fixed in conformity with the rates of pay of similar positions.

ARTICLE XI.

Discipline.

Employees will not be suspended or dismissed without an investigation, which will be made, if practicable, within five (5) days; they will have the privilege of taking with them an employee in similar class of service, provided he is in good standing. If found blameless, they will be reinstated and paid

for time lost; if suspended or dismissed, they will be advised as to the cause.

Employees called upon to testify in the investigation of cases in which they are not in any way concerned, will be paid for time lost.

An employee feeling an injustice has been done him may submit his case for review and shall have the privilege of appealing to the next ranking officer, provided such appeal is made in writing within ten (10) days after the decision is rendered.

ARTICLE XII. Pumps.

Agent-operators or operators who are required to run pumps regularly will be paid ten dollars (\$10.00) per month, extra compensation; when required to remain on duty longer than their regular assigned hours or called after being relieved from duty to perform such service, they shall be paid overtime at the rate of forty (40c) cents per hour.

ARTICLE XIII. Crossing Gates.

Agent operators or operators who are required to operate crossing gates in addition to their other duties, will be paid five (\$5.00) dollars per month additional compensation.

ARTICLE XIV. Cleaning Batteries.

Operators will be held responsible for the condition of batteries, but will not be required to clean them where there are more than ten (10) cells without additional compensation for two hours at overtime rate in each sixty (60) day period.

ARTICLE XV. Attending Switch Lights.

(a) At stations where sectionmen reside or porters or helpers are employed, agent-operators or operators will not be required to attend switch lights, but they will see that they are kept burning.

(b) At stations where agent-operators or operators are required to care for switch lights they will be allowed fifty (50c) cents per light per month.

ARTICLE XVI. Change.

Thirty (30) days' notice will be given of any contemplated change in these rules and regulations.

HORACE BAKER,
General Manager.

FIRST DISTRICT.

Station and Position.	Month. Rate per
Cincinnati (QA), day opr. and clerk..	\$ 80.00
(DI), operator and leverman.....	80.00
Operator and leverman	80.00
Operator and leverman	80.00
(MO) Tower, opr. and leverman....	75.00
Operator and leverman.....	75.00
Operator and leverman.....	75.00
Erlanger, agent operator.....	80.00
Devon, agent operator.....	71.00

Station and Position.	Rate per Month.
Richwood, agent operator.....	\$ 71.00
Walton, agent operator.....	75.00
Bracht, agent.....	45.00
Crittenden, agent operator.....	72.00
Sherman, agent operator.....	71.00
Dry Ridge, agent operator.....	75.00
Williamstown, agent operator.....	80.00
(WS) tower, operator and leverman	75.00
Operator and leverman.....	75.00
Operator and leverman.....	75.00
Mason, agent.....	45.00
Blanchet, agent operator.....	71.00
Operator	71.00
Corinth, agent operator.....	80.00
Hinton, agent operator.....	71.00
Sadieville, agent operator.....	74.00
Operator	71.00
Operator	71.00
Rogers Gap, agent operator.....	71.00
Delaplain, agent.....	40.00
Georgetown (GT), opr. and leverman.	80.00
(GT), operator and leverman.....	80.00
(GN), operator and clerk.....	73.00
Greendale, agent operator.....	71.00
Lexington (RX), operator.....	78.00
Operator	78.00
Operator	78.00
Nicholasville, operator.....	72.00
Operator	72.00
Operator	72.00
Wilmore, agent operator.....	75.00
High Bridge, agent operator.....	72.00
Operator	71.00
Operator	71.00
Operator	71.00
Burgin, agent.....	87.00
Operator and gateman.....	73.00
(SJ) Tower, operator and leverman...	75.00
Operator and leverman.....	75.00
Operator and leverman.....	75.00

SECOND DISTRICT.

Station and Position.	Rate per Month.
Danville (DV), operator.....	\$ 90.00
Operator	90.00
Operator	90.00
Operator and wire chief.....	95.00
(D), operator	82.00
Operator	82.00
Operator	82.00
Junction City, agent.....	67.00
Operator and leverman.....	40.00
Moreland, agent operator.....	77.00
Operator and leverman.....	75.00
Operator and leverman.....	75.00
Operator and leverman.....	75.00
McKinney, agent opr. and leverman..	80.00
Operator and leverman.....	73.00
Operator and leverman.....	73.00
Kings Mountain, agt. opr. and lever.	73.00
Operator and leverman.....	73.00
Operator and leverman.....	73.00
Waynesburg, agent operator.....	73.00
Eubank, agent opr. and leverman....	77.00
Operator and leverman.....	73.00
Operator and leverman.....	73.00
Science Hill, agent opr. and leverman	75.00
Operator and leverman.....	75.00
Operator and leverman.....	75.00
Somerset, operator and clerk.....	75.00
Operator and clerk.....	75.00
Ferguson Shops, operator and clerk..	72.00

Station and Position.	Rate per Month.
(US) Junction, operator and leverman..	\$ 79.00
Operator and leverman.....	79.00
Operator and leverman.....	79.00
Tateville, agent and pumper.....	70.00
Operator and leverman.....	79.00
Operator and leverman.....	79.00
Operator and leverman.....	79.00
(KD) Tower, operator and leverman..	79.00
Operator and leverman.....	79.00
Operator and leverman.....	79.00
Greenwood, agent operator.....	75.00
Cumberland Falls, agent operator....	79.00
(CB) Tower, operator and leverman..	79.00
Operator and leverman.....	79.00
Operator and leverman.....	79.00
Flat Rock, agent operator.....	79.00
Operator and leverman.....	79.00
Operator and leverman.....	79.00
Operator and leverman.....	79.00
Whitley, agent.....	50.00
Stearns, agent operator.....	92.00
Operator and clerk.....	75.00
Pine Knot, agent operator.....	75.00
Silerville, agent.....	50.00
Winfield, agent operator.....	75.00
Oneida, agent operator.....	100.00
Operator.....	75.00
Helenwood, agent operator.....	75.00
Operator and leverman.....	79.00
Operator and leverman.....	79.00
Operator and leverman.....	79.00
New River, agent operator.....	79.00
Robbins, agent operator.....	79.00
(RO) Tower, operator and leverman..	79.00
Operator and leverman.....	79.00
Operator and leverman.....	79.00
Rugby Road, agent.....	49.00
Glen Mary, agent operator.....	79.00
(HF) Tower, operator and leverman..	79.00
Operator and leverman.....	79.00
Operator and leverman.....	79.00
Sunbright, agent operator.....	80.00
Operator.....	75.00
Annadel, operator.....	75.00
Lancing, agent operator.....	80.00
Operator and leverman.....	79.00
Operator and leverman.....	79.00
Operator and leverman.....	79.00
(CW) Tower, operator and leverman..	75.00
Operator and leverman.....	75.00
Operator and leverman.....	75.00
Nemo, agent operator.....	78.00
Oakdale (UN), operator.....	82.00
Operator.....	82.00
Operator.....	82.00
(GF) Tower, operator and leverman	82.00
Operator and leverman.....	82.00
Operator and leverman.....	82.00

THIRD DISTRICT.

Station and Position.	Rate per Month.
Harriman Jct., day opr. and leverman..	\$ 79.00
Emory Gap, operator and clerk.....	73.00
(EG) Tower, operator and leverman..	75.00
Operator and leverman.....	75.00
Operator and leverman.....	75.00
Rockwood, agent.....	82.00
Operator and leverman.....	75.00
Operator and leverman.....	75.00
Operator and leverman.....	75.00
Roddy, agent operator.....	75.00

Station and Position.	Rate Per Month.
Spring City, agent operator.....	\$ 75.00
Operator.....	75.00
Operator.....	75.00
Evensville, agent operator.....	73.00
Dayton, operator and leverman.....	75.00
Operator and leverman.....	75.00
Operator and leverman.....	75.00
Graysville, agent operator.....	73.00
Coulterville, agent opr. and pumper..	77.00
Sale Creek, agent operator.....	73.00
Bakewell, agent.....	54.00
Rathburn, agent operator.....	80.00
Operator.....	73.00
Operator.....	73.00
Operator.....	73.00
Melville, agent operator.....	73.00
Operator and clerk.....	73.00
Boyce, agent operator and leverman..	45.00
Operator and leverman.....	38.00
Operator and leverman.....	38.00
Citico Junction, operator and leverman	75.00
Operator and leverman.....	75.00
Operator and leverman.....	75.00
Citico, operator.....	82.00
Operator.....	82.00
Operator.....	82.00

RELAY OFFICES.

Station and Position.	Rate per Month.
Cincinnati (G), second telegrapher wire chief.....	\$112.00
Third telegrapher wire chief.....	102.00
Operator.....	97.00
Operator.....	97.00
Operator.....	97.00
Operator.....	92.00
Operator.....	92.00
Operator.....	92.00
Operator.....	92.00
Operator.....	92.00
Chattanooga, second telegrapher wire chief.....	98.00
Third telegrapher wire chief.....	94.00
Operator.....	85.00
Operator.....	85.00
Operator.....	85.00
Operator.....	85.00

HIGH POINT, RANDLEMAN, ASHEBORO
& SOUTHERN R. R.
ATLANTIC & YADKIN RAILWAY
YADKIN RAILROAD
CAROLINA & TENNESSEE SOUTHERN
RAILWAY
NORTHERN ALABAMA RAILWAY

EFFECTIVE AUGUST 1, 1917.

PREAMBLE.

This schedule applies to all telegraphers, telephone operators, also such levermen and station agents as are specified in the wage schedule.

ARTICLE I.

Promotion.

(a) Preference in promotion or retention in the service on the respective divisions shall be given to the employees who have been longest in the service, provided they are, in the judgment of the proper officers of the company, equal in merit, capacity and qualifications to other employees in the service.

(b) Telegraphers declining promotion, do not forfeit seniority rights to any other position when vacancies occur.

(c) If, after a fair trial, a telegrapher is found incompetent he will be placed on the extra list until reassigned, with seniority remaining unimpaired.

ARTICLE II.

Vacancies.

(a) When vacancies occur, or new positions are created, they will be bulletined within ten days to all offices on the division, and telegraphers will be given ten days in which to apply therefor. Such positions will be permanently filled within thirty days after the vacancy occurs.

(b) In filling temporary vacancies known to be of thirty days or more duration, the oldest competent extra telegrapher will be given preference.

(c) In filling temporary positions known to be of not more than four (4) calendar months' duration, the oldest competent extra telegrapher will be given preference.

(d) When positions are abolished, or offices closed, telegraphers so affected will be eligible to any position on their respective divisions to which their seniority and qualifications entitle them, and will be required to avail themselves of this rule within thirty days.

ARTICLE III.

Reduction of Force.

Telegraphers thrown out of employment by reason of reduction of force will be given consideration for employment on other divisions covered by this agreement in preference to telegraphers not in the service. Telegraphers shall have the right to decline such transfer if they choose to do so.

ARTICLE IV.

Seniority.

(a) Seniority will be effective and will date from the last time entering the service on the respective divisions.

(b) Seniority lists will be prepared by the superintendents of their respective divisions annually, a copy of which will be furnished to all employees affected who are in actual service on said divisions.

(c) Telegraphers transferred from one division to another shall rank as new employees on seniority list of division to which transferred, and will forfeit seniority on division from which transferred.

Trading positions or seniority standing will not be permitted.

(d) A telegrapher discharged and re-employed within six months will not lose his seniority, but if not re-employed until after six months shall have elapsed he will rank as a new man, except in special cases.

(e) Telegraphers voluntarily leaving the service will rank as new men if re-employed.

(f) Telegraphers promoted to official positions will not lose their rights, but while serving in such official positions they will not be considered as telegraphers. Their seniority, however, will continue to accumulate.

(g) In case telegraphers who have been promoted to positions not covered by the schedule desire for any reason to return to a scheduled position they may exercise their rights only by bidding on vacancies.

ARTICLE V.

Leave of Absence.

Leave of absence for period not exceeding five days may be granted upon verbal request. Application for leave of absence exceeding five days must be made in writing and approved by division officers. Except in case of sickness or disability, telegraphers will not be granted leave of absence in excess of ninety days and retain their seniority rights.

ARTICLE VI.

Hours of Service.

(a) At offices where only one telegrapher is employed, ten (10) consecutive hours, including meal hour, shall constitute a day's work.

(b) Eleven (11) consecutive hours, including meal hour, shall constitute a day's work for exclusive station agents.

(c) Twelve (12) consecutive hours, including meal hour, shall constitute a day's work for exclusive levermen where not more than two are employed.

(d) Eight (8) consecutive hours shall constitute a day's work where two or more telegraphers are employed.

(e) At stations where only one telegrapher is employed the hours of service will begin between 6:30 a. m. and 8:00 a. m.

ARTICLE VII.

Calls and Overtime.

(a) Telegraphers called or instructed to come on duty before or after regular assigned hours will be paid sixty (60) cents for each call and first hour or fraction thereof and regular overtime rates thereafter until relieved. The word "instructed" being considered a call.

(b) Telegraphers required by competent authority to remain on duty after regular assigned hours will be paid regular overtime rates; provided, however, that no overtime will be paid to levermen or exclusive agents except when required to meet trains after the expiration of their regular assigned hours.

(c) Overtime rates will be forty (40) cents per hour, except in relay offices and Knoxville "K" office, where the rate will be forty-five (45) cents per hour; provided, however, that in all cases where the regular rate is higher, overtime will be paid pro rata.

(d) In computing overtime, less than thirty minutes will not be counted. Thirty minutes or less than sixty minutes will be counted one hour.

(e) Forms for reporting overtime will be furnished all offices by the company. When

overtime is not allowed telegraphers will be promptly notified as to cause.

ARTICLE VIII.

Meal Hours.

Telegraphers working ten consecutive hours per day will be allowed sixty consecutive minutes between 11:30 a. m. and 1:00 p. m. for midday meal, and between 11:30 p. m. and 1:00 a. m. for midnight meal. When sixty consecutive minutes cannot be allowed, one hour overtime will be allowed in lieu thereof.

ARTICLE IX.

Vacation.

Telegraphers who have been in continuous service of the company for a period of two or more years who are required to perform any Sunday or legal holiday service and who have a regular assignment will be granted fifteen days vacation each year without loss of pay.

Telegraphers entitled to vacation as above and who have been put back on extra list through no fault of their own will receive their vacations.

ARTICLE X.

Court.

Telegraphers required to attend court as witnesses for the railway company will be allowed regular pay, transportation to and from, and reasonable expenses, including any net loss in express commission during the period of court attendance; a receipt from relief agent to be sent in with other court attendance papers showing amount paid relief agent. All court fees, etc., to be paid to the railway company.

ARTICLE XI.

Sunday Duty.

Telegraphers will be excused from Sunday and legal holiday duty so far as practicable without detriment to the service, and when so excused no deduction shall be made from their wages.

ARTICLE XII.

Switch Lamps.

(a) At stations, offices or places where a section foreman or a member of his force resides, telegraphers will not be required to attend switch or block signal lamps.

(b) At stations, offices or places where a section foreman or a member of his force does not reside, telegraphers will be paid one dollar and twenty-five cents each for the first two lamps and seventy-five cents for each additional lamp per month. Where there are more than six lamps, special arrangement will be made.

(c) Telegraphers will, in all cases, look after the train-order lamp.

ARTICLE XIII.

New Offices.

When new positions are created, compensation will be fixed in conformity with the rates of other positions of similar class.

ARTICLE XIV.

Pumps.

Telegraphers required to run pumps will be paid not less than ten dollars per month extra compensation for such service.

ARTICLE XV.

Relay Offices.

All relay offices under the immediate jurisdiction of the superintendent of telegraph will maintain separate seniority lists, without regard to any superintendent's operating division; telegraphers promoted to such offices, from any division, shall retain seniority on the division from which promoted, up to the date of transfer. The superintendent of telegraph, or his authorized representative, shall select telegraphers for service in these offices, as far as practicable, from employees in the service. Telegraphers desiring positions in relay offices will file written application for same with the superintendent of telegraph, and such application will be considered as vacancies occur or additions are made to the force.

ARTICLE XVI.

Emergency Offices.

For performing duties at wrecks, wash-outs, or similar emergency offices, telegraphers will be compensated at their regular rate of pay, and in addition a reasonable amount for expenses incurred, including time consumed in traveling to and from. Provided, however, they shall not at the same time receive compensation for duties at their regular office.

ARTICLE XVII.

Transfers.

(a) Telegraphers transferred on their respective division by direction of the company will be furnished free transportation for themselves, families and effects, and will be allowed regular pay while in transit and making such transfer, rate of pay to be based on position from which transfer is made.

(b) When a telegrapher is temporarily transferred to a position paying a lower rate of wage than his regular assignment, he will be paid at the rate of his regular wages.

(c) When transferred temporarily to a position paying a higher rate of wage, he will be paid at the rate applying to position to which transferred.

(d) When, by competent authority, a telegrapher is sent from his regular office to another office to work extra, he will be paid one dollar per calendar day for expenses, in addition to his regular pay, computed until he returns to his regular position; provided, that telegraphers will not be paid twice for the same service.

ARTICLE XVIII.

Discipline.

Telegraphers will not be discharged or demerited without an investigation, which will be made by the proper officer within five days, if possible, and in their presence. They will have the privilege of bringing to such investigation one employee in similar class of service, of their own selection, provided such employee is in good standing on his division. If found blameless, they will be paid for lost time. If discharged or demerited, they will be furnished with a written statement giving cause.

Telegraphers, feeling an injustice has been done them, may always submit their case to their superior officer for consideration and review, and shall have the privilege of appealing to the next ranking officer, provided such appeal is made in writing within thirty days after the reviewing officer has rendered his decision.

ARTICLE XIX.

Service Letters.

Telegraphers employed by this company will, upon application, have returned to them all service cards and letters of recommendation which may have been taken up for inspection.

ARTICLE XX.

Students.

No telegrapher will be allowed to keep students in any office of the company without written permission from the chief dispatcher, and in no case will there be allowed more than one student in any office; and should reasonable objection be made against any student he shall be removed.

ARTICLE XXI.

Cleaning Batteries and Stations.

Telegraphers will not be required to clean main or local batteries where ten or more cells are used, nor will they be required to clean platforms or outbuildings at stations of more than three rooms.

ARTICLE XXII.

Outside Switches.

Telegraphers required to go outside of offices to handle switches will be paid \$4.00 per month for one or two switches and \$2.00 per month for each additional switch for this service.

ARTICLE XXIII.

General.

This agreement will not change any rate in effect or commissions paid by other companies, nor repeal any privileges hitherto enjoyed by the employes and not herein specified.

The company will, upon application, furnish each telegrapher in the service with a copy of this agreement and all amendments, rulings and supplements thereto.

ARTICLE XXIV.

Termination.

No change will be made, by either party, in these rules, regulations, or schedule of wages, without thirty days' written notice.

W. N. FOREACRE,

General Manager, Lines East.

H. BAKER,

General Manager, Lines West.

G. R. LOYALL,

Assistant Vice-President.

For the Telegraphers:

H. G. ALEXANDER,

General Chairman, Telegraphers' Committee.

J. W. BURGESS,

General Secy. and Treas. Telegraphers' Committee.

SOUTHERN RAILWAY.

WASHINGTON DIVISION.

Station and Position.	Rate per Month.
Alexandria (Dispatcher's Office), four telegraphers	\$ 95.00
Alexandria, one clerk telegrapher....	72.00
Cameron Run, three teleg. levermen...	90.00
Manassas, three telegraphers.....	87.00
Bristow, agent operator.....	60.00
Nokesville, agent operator.....	83.00
Calverton, three telegrapher levermen	87.00
Warrenton, one clerk telegrapher....	67.00
Bealeton, agent operator.....	80.00
Remington, agent operator.....	83.00
Culpeper, three telegraphers.....	80.00
Winston, agent operator.....	60.00
Rapidan, agent operator.....	80.00
Orange, three telegraphers.....	87.00
Somerset, agent operator.....	83.00
Weyburn, three telegraphers.....	77.00
Barboursville, agent operator.....	83.00
Proffit, agent operator.....	83.00
Charlottesville (Jt. C. & O. Ry.), three telegraphers	50.00
One leverman.....	55.00
North Garden, agent operator.....	83.00
Covesville, agent operator.....	83.00
Mile Post 131.5, three telegraphers....	77.00
Mile Post 137, three telegraphers.....	78.00
Rockfish, agent operator.....	87.00
Elma, agent operator.....	80.00
North Shipman, three telegraphers...	78.00
Shipman, agent operator.....	83.00
Arrington, agent operator.....	87.00
Tye River, agent operator.....	87.00
New Glasgow, agent operator.....	83.00
Amherst, agent operator.....	87.00
Monroe, three telegraphers.....	90.00
Haymarket, agent operator.....	67.00
Thoroughfare, agent operator.....	65.00
The Plains, agent operator.....	85.00
Marshall, agent operator.....	78.00
Rectortown, agent operator.....	78.00
Delaplane, agent operator.....	78.00
Markham, agent operator.....	70.00
Linden, agent operator.....	70.00
Front Royal, agent operator.....	85.00
Two clerk telegraphers.....	65.00
Riverton, agent operator.....	80.00
Strasburg Yard, three clerk telegs..	75.00
Strasburg Jct., agent operator.....	82.00
One clerk telegrapher.....	70.00
Woodstock, agent operator.....	85.00
One clerk telegrapher.....	65.00
Edinburg, agent operator.....	75.00
Mt. Jackson, agent operator.....	75.00
New Market, agent operator.....	75.00
Timberville, agent operator.....	70.00
Broadway, agent operator.....	75.00
Harrisonburg, two telegraphers.....	70.00
Fairfax, station agent.....	55.00
Montpelier, station agent.....	60.00
Gilbert, station agent.....	60.00
Clifton, station agent.....	65.00
Manassas, station agent.....	87.00
Catlett, station agent.....	55.00
Calverton, station agent.....	75.00
Warrenton, station agent.....	90.00
Midland, station agent.....	55.00
Brandy, station agent.....	65.00
Culpeper, station agent.....	90.00
Mitchell, station agent.....	55.00
Rio, station agent.....	45.00

Station and Position.	Rate per Month.
Sweetbriar, station agent.....	\$ 60.00
Monroe, station agent.....	80.00
Gainesville, station agent.....	55.00
Toms Brook, station agent.....	55.00
Linville, station agent.....	55.00
Burke, station agent.....	55.00
Faber, station agent.....	45.00

DANVILLE DIVISION.

Station and Position.	Rate per Month.
Leftwich, one telegrapher.....	\$ 75.00
Lynchburg (C. & O. Crossing Joint), One telegrapher leverman.....	48.00
Two telegrapher levermen.....	47.00
Durmid, one telegrapher.....	75.00
Montview, three telegrapher levermen	85.00
Clarion, agent operator.....	75.00
Altavista, agent operator.....	100.00
Gretna, three clerk telegraphers.....	80.00
Chatham, two clerk telegraphers.....	80.00
Dry Fork, agent operator.....	80.00
White Oak, one telegrapher.....	75.00
Fall Creek, agent operator.....	75.00
Dundee, three telegrapher levermen..	85.00
Danville, three telegraphers.....	95.00
Stokesland, three telegrapher leverm'n	80.00
Pelham, agent operator.....	90.00
Ruffin, agent operator.....	95.00
Reidsville, two clerk telegraphers.....	85.00
Brown Summit, agent operator.....	90.00
One clerk telegrapher.....	75.00
Pomona, three telegrapher levermen..	90.00
Jamestown, agent operator.....	80.00
High Point, three telegraphers.....	78.00
Lexington, three clerk telegraphers..	78.00
Linwood, agent operator.....	75.00
Spencer (North Yard), three telegs..	80.00
Spencer (Middle Yard), one teleg....	95.00
Three telegraphers.....	90.00
Spencer (MY South Yard), three telegraphers	75.00
Salisbury, three telegraphers.....	90.00
Gibsonville, agent operator.....	80.00
Elon College, agent operator.....	80.00
Burlington, three clerk telegraphers..	75.00
Graham, one clerk telegrapher.....	75.00
Haw River, agent operator.....	90.00
Mebane, agent operator.....	85.00
Efand, one clerk telegrapher.....	65.00
Hillsboro, agent operator.....	85.00
University, agent operator.....	70.00
Chapel Hill, agent operator.....	85.00
East Durham, three telegrapher lev...	80.00
Morrisville, agent operator.....	65.00
Cary, agent operator.....	75.00
Garner, agent operator.....	70.00
Auburn, agent operator.....	70.00
Clayton, agent operator.....	85.00
Wilsons Mills, agent operator.....	70.00
Selma, one clerk telegrapher.....	75.00
Princeton, agent operator.....	70.00
Goldsboro, one clerk telegrapher.....	80.00
Winesap, station agent.....	55.00
Lawyers, station agent.....	60.00
Evington, station agent.....	70.00
Motley, station agent.....	50.00
Hurt, station agent.....	60.00
Sycamore, station agent.....	60.00
Gretna, station agent.....	90.00
Whittles, station agent.....	65.00
Chatham, station agent.....	90.00
Benaja, station agent.....	55.00

Station and Position.	Rate per Month.
Spencer, station agent.....	\$ 95.00
Glen Raven, station agent.....	70.00
Graham, station agent.....	90.00
East Durham, station agent.....	75.00
Efand, station agent.....	55.00

RICHMOND DIVISION.

Station and Position.	Rate per Month.
Ringgold, agent operator.....	\$ 65.00
Sutherland, agent operator.....	70.00
Pace, agent operator.....	70.00
News Ferry, agent operator.....	70.00
South Boston, one clerk telegrapher..	95.00
Three clerk telegraphers.....	77.00
Scottsburg, agent operator.....	80.00
Clover, agent operator.....	80.00
Randolph, agent operator.....	80.00
Saxe, agent operator.....	70.00
Drakes Branch, agent operator.....	90.00
Keysville, one clerk telegrapher.....	82.00
Two clerk telegraphers.....	77.00
Meherrin, agent operator.....	80.00
Green Bay, agent operator.....	75.00
Burkeville, one clerk telegrapher....	72.00
Jetersville, agent operator.....	75.00
Two clerk telegraphers.....	65.00
Amelia, agent operator.....	85.00
Chula, agent operator.....	75.00
Mattoax, agent operator.....	70.00
Moseley, agent operator.....	80.00
Midlothian, agent operator.....	75.00
Bon Air, agent operator.....	72.00
Richmond (Dispatcher's Office), two clerk telegraphers.....	95.00
South Richmond, one clerk teleg....	75.00
Quinton, agent operator.....	70.00
Tunstall, agent operator pumper.....	80.00
Lester Manor, agent operator.....	80.00
West Point, one clerk telegrapher....	80.00
Chase City, agent operator.....	100.00
One clerk telegrapher.....	75.00
Clarksville, agent operator.....	90.00
One clerk telegrapher.....	70.00
Jeffres, agent operator.....	82.00
Two clerk telegraphers.....	70.00
Bullock, agent operator.....	65.00
Stovall, agent operator.....	75.00
Oxford, one clerk telegrapher.....	80.00
Stem, agent operator.....	70.00
Henderson, one clerk telegrapher....	75.00
South Boston, station agent.....	110.00
Wolf Trap, station agent.....	45.00
Keysville, station agent.....	100.00
Hallsboro, station agent.....	60.00
White House, station agent.....	60.00
Fort Mitchell, station agent.....	50.00
Soudan, station agent.....	50.00
Henderson, station agent.....	100.00
Lyons, station agent.....	42.00
Dorset, station agent.....	40.00
Sweet Hall, station agent.....	35.00
Ontario, station agent.....	40.00
Oxford, station agent.....	100.00

NORFOLK DIVISION.

Station and Position.	Rate per Month.
Norfolk, two telegraphers.....	\$ 95.00
Pinnars Point, one telegrapher.....	80.00
West Norfolk, agent operator.....	85.00
Suffolk, one clerk telegrapher.....	70.00
Holland, agent operator.....	85.00

Station and Position.	Rate per Month.
Franklin, one clerk telegrapher.....	\$ 80.00
Courtland, agent operator.....	85.00
Pope, agent operator.....	55.00
Capron, agent operator.....	80.00
Drewryville, agent operator.....	65.00
Arringdale, agent operator.....	75.00
Emporia, one clerk telegrapher.....	80.00
One clerk telegrapher.....	78.00
Yale, agent operator pumper.....	65.00
Homeville, agent operator.....	55.00
Waverly, agent operator.....	70.00
Spring Grove, agent operator.....	55.00
Claremont, agent operator.....	85.00
One clerk telegrapher.....	70.00
Pleasant Shade, agent operator.....	55.00
Edgerton, agent operator.....	70.00
Lawrenceville, three clerk telegs....	80.00
Charlie Hope, agent operator.....	55.00
Brodnax, agent operator.....	80.00
LaCrosse, agent operator.....	75.00
South Hill, agent operator.....	85.00
One clerk telegrapher.....	70.00
Baskerville, agent operator.....	65.00
Boydton, agent operator.....	80.00
South Clarksville, agent operator.....	75.00
Buffalo Jct., agent operator.....	75.00
Virgilia, agent operator.....	80.00
Denniston, agent operator.....	55.00
Cunningham, agent operator.....	55.00
Milton, agent operator.....	80.00
Shoulders Hill, station agent.....	45.00
Suffolk, station agent.....	110.00
Franklin, station agent.....	100.00
Adams Grove, station agent.....	50.00
Emporia, station agent.....	100.00
Savedge, station agent.....	50.00
Lawrenceville, station agent.....	100.00
Union Level, station agent.....	50.00
Semora, station agent.....	50.00
Blanche, station agent.....	50.00

WINSTON-SALEM DIVISION.

Station and Position.	Rate per Month.
Guliford College, agent operator.....	\$ 65.00
Kernersville, agent operator.....	78.00
Winston-Salem, one telegrapher.....	90.00
Bethania, agent operator.....	45.00
Rural Hall, agent operator.....	75.00
Donnaha, agent operator.....	64.00
Siloam, agent operator.....	66.00
Rockford, agent operator.....	71.00
Crutchfield, agent operator.....	60.00
Elkin, agent operator.....	76.00
Ronda, agent operator.....	60.00
Roaring River, agent operator.....	58.00
No. Wilkesboro, one clerk telegrapher	78.00
Clemmons, agent operator.....	65.00
Advance, agent operator.....	70.00
Mocksville, agent operator.....	86.00
Cooleemee Jct., agent operator.....	75.00
Cooleemee Mills, agent operator.....	85.00
Woodleaf, agent operator.....	54.00
Mt. Ulla, agent operator.....	62.00
Huntersville, agent operator.....	71.00
Cornelius, agent operator.....	73.00
Davidson, agent operator.....	78.00
Mooreville, one clerk telegrapher....	80.00
Taylorsville, agent operator.....	85.00
North Wilkesboro, station agent.....	83.00
Mooreville, station agent.....	85.00
Stony Point, station agent.....	57.00
Hiddenite, station agent.....	40.00
Troutman, station agent.....	40.00

CHARLOTTE DIVISION.		Rate per Month.
Station and Position.		
Concord, ticket agent telegrapher.....		\$ 90.00
Two clerk telegraphers.....		80.00
Air Line Jct., three telegraphers.....		80.00
Charlotte, three telegraphers.....		90.00
Juneau, three clerk telegraphers.....		77.00
Belmont, two clerk telegraphers.....		80.00
One clerk telegrapher.....		77.00
Mayworth, agent operator.....		82.00
Lowell, agent operator.....		87.00
One clerk telegrapher.....		79.00
Gastonia, two clerk telegraphers.....		85.00
One clerk telegrapher.....		83.00
Bessemer City, agent operator.....		88.00
Vantine, three telegrapher levermen..		80.00
Kings Mountain, one ticket clk. teleg.		80.00
Archdale, three telegrapher levermen..		80.00
Grover, agent operator.....		82.00
Blacksburg, three clerk telegraphers..		85.00
Gaffney, three telegrapher levermen..		80.00
Thicketty, agent operator.....		77.00
One clerk telegrapher.....		77.00
Cowpens, agent operator.....		82.00
Two clerk telegraphers.....		77.00
Mt. Zion, three telegrapher levermen..		80.00
Fair Forest, agent operator.....		80.00
One clerk telegrapher.....		77.00
Wellford, agent operator.....		81.00
Two clerk telegraphers.....		77.00
Duncan, agent operator.....		82.00
Greer, three clerk telegraphers.....		78.00
Paris, three telegraphers.....		80.00
Greenville (Superintendent's Office),		
two telegraphers.....		95.00
Greenville (V Office), three telegs....		95.00
Fallis, three telegraphers.....		77.00
Latham, one telegrapher.....		77.00
Easley, three clerk telegraphers.....		79.00
Mid Post 500 $\frac{1}{4}$, three telegraphers...		77.00
Liberty, agent operator.....		88.00
Norris, agent operator.....		82.00
One clerk telegrapher.....		77.00
Central, agent operator.....		82.00
Two clerk telegraphers.....		78.00
Calhoun, agent operator.....		88.00
Two clerk telegraphers.....		78.00
Courtenay, agent operator.....		80.00
One clerk telegrapher.....		77.00
Seneca, three clerk telegraphers.....		80.00
Richland, agent operator.....		80.00
One clerk telegrapher.....		77.00
Westminster, three clerk telegraphers		78.00
Harbin, three clerk telegraphers.....		77.00
Madison, agent operator.....		80.00
Two clerk telegraphers.....		77.00
Deercourt, agent operator.....		78.00
One telegrapher.....		77.00
One clerk telegrapher.....		77.00
Toccoa, three clerk telegraphers.....		85.00
Ayersville, agent operator.....		78.00
Two clerk telegraphers.....		77.00
Hunters, three telegraphers.....		77.00
Mount Airy, agent operator.....		80.00
Cornelia, one ticket agent telegrapher		82.00
Two clerk telegraphers.....		80.00
Alto, agent operator.....		80.00
One clerk telegrapher.....		77.00
Lulu, agent operator.....		92.00
One clerk telegrapher.....		80.00
One clerk telegrapher.....		77.00
Gainesville, ticket agent telegrapher..		85.00
Two clerk telegraphers.....		80.00
Buford, one clerk telegrapher.....		80.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Suwanee, agent operator.....	\$ 82.00	Cayce, agent operator.....	\$ 78.00
Two clerk telegraphers.....	78.00	Lexington, agent operator.....	85.00
Duluth, agent operator.....	85.00	Gilbert, agent operator.....	69.00
Norcross, agent operator.....	85.00	Leesville, agent operator.....	80.00
Chamblee, one clerk telegrapher.....	80.00	Batesburg, one clerk telegrapher.....	75.00
Roswell, agent operator.....	84.00	Monetta, agent operator.....	65.00
Lavonia, agent operator.....	90.00	Ridge Springs, agent operator.....	75.00
Bowersville, agent operator.....	70.00	One clerk telegrapher.....	58.00
Reyston, agent operator.....	90.00	Ward, agent operator.....	75.00
Rowman, agent operator.....	70.00	Johnston, one clerk telegrapher.....	65.00
Elberton, one clerk telegrapher.....	70.00	Trenton, agent operator.....	90.00
Gillsville, agent operator.....	58.00	Vaucluse, agent operator.....	70.00
Maysville, agent operator.....	80.00	Graniteville, one clerk telegrapher.....	65.00
Commerce, agent operator.....	100.00	Warrenville, agent operator.....	78.00
Athens, one ticket agent telegrapher.....	80.00	One clerk telegrapher.....	68.00
China Grove, station agent.....	75.00	Langley, agent operator.....	80.00
Landis, station agent.....	75.00	Bath, agent operator.....	75.00
Kannapolis, station agent.....	94.00	Hamburg (Yard Office), two clk. teleg.	90.00
Concord, station agent (freight).....	105.00	One clerk telegrapher.....	86.00
Harrisburg, station agent.....	52.00	Clearwater, agent operator.....	70.00
Newell, station agent.....	52.00	Edgefield, one clerk telegrapher.....	65.00
North Charlotte, station agent.....	78.00	Aiken, agent operator.....	90.00
Belmont, station agent.....	85.00	Edmund, agent operator.....	65.00
Gastonia, station agent (freight).....	116.00	Pelion, agent operator.....	70.00
Kings Mountain, station agent.....	95.00	Ferry, agent operator.....	75.00
Blacksburg, station agent.....	95.00	Wagoner, agent operator.....	75.00
Gaffney, station agent (freight).....	100.00	Seivern, agent operator.....	55.00
Clifton, station agent.....	84.00	Sally, agent operator.....	70.00
Converse, station agent.....	75.00	Springfield, agent operator.....	78.00
Greer, station agent.....	95.00	Blackville, one clerk telegrapher.....	85.00
Taylor, station agent.....	77.00	Two clerk telegraphers.....	71.00
Easley, station agent.....	95.00	Barnwell, one clerk telegrapher.....	60.00
Seneca, station agent.....	95.00	Kline, agent operator.....	69.00
Westminster, station agent.....	88.00	Allendale (joint), one clerk telegrapher.....	37.50
Toccoa, station agent.....	110.00	Barton, agent operator.....	68.00
Cornella, station agent.....	95.00	Lena, agent operator.....	69.00
Baldwin, station agent.....	68.00	Furman, agent operator.....	69.00
Bellton, station agent.....	47.00	Tullman, agent operator.....	69.00
White Sulphur, station agent.....	30.00	Fort Mill, station agent.....	90.00
New Holland, station agent.....	60.00	Woodward, station agent.....	50.00
Gainesville, station agent (freight).....	100.00	Winnboro, station agent.....	87.50
Oakwood, station agent.....	50.00	Ridgeway, station agent.....	85.00
Flowery Branch, station agent.....	82.00	Batesburg, station agent.....	90.00
Buford, station agent.....	100.00	Johnston, station agent.....	90.00
Chamblee, station agent.....	115.00	Graniteville, station agent.....	80.00
Martin, station agent.....	55.00	Edgefield, station agent.....	90.00
Canon, station agent.....	55.00	Steedman, station agent.....	55.00
Vanna, station agent.....	30.00	Blackville, station agent.....	95.00
Dewey Rose, station agent.....	35.00	Barnwell, station agent.....	80.00
Elberton, station agent.....	100.00	Tarboro, station agent.....	28.00
Nicholson, station agent.....	25.00	Pineland, station agent.....	25.00
Center, station agent.....	21.00		

COLUMBIA DIVISION.

Station and Position.	Rate per Month.
Pineville, agent operator.....	\$ 70.00
Fort Mill, one clerk telegrapher.....	70.00
Chester, one telegrapher.....	78.00
One telegrapher.....	73.00
Blackstock, agent operator.....	70.00
White Oak, agent operator.....	68.00
Winsboro, one clerk telegrapher.....	75.00
One clerk telegrapher.....	68.00
Rockton, agent operator.....	80.00
Ridgeway, one clerk telegrapher.....	65.00
Blythewood, agent operator.....	70.00
Columbia (Blanding Street), three clk. telegraphers.....	76.00
Columbia (Union Station), three telegraphers.....	94.00
Columbia (Royster Yard), three clerk telegraphers.....	83.00

SPARTANBURG DIVISION.

Station and Position.	Rate per Month.
Dawkins, agent operator.....	\$ 65.00
Blair, agent operator.....	65.00
Shelton, agent operator.....	75.00
Carlisle, agent operator.....	70.00
Santuc, agent operator.....	65.00
Union, ticket agent telegrapher.....	88.00
One clerk telegrapher.....	73.00
One clerk telegrapher.....	70.00
Lockhart Jct., agent operator.....	73.00
Jonesville, agent operator.....	75.00
One clerk telegrapher.....	62.00
Pacolet, one clerk telegrapher.....	67.00
Whitestone, agent operator.....	65.00
E. Spartanburg, agent operator.....	70.00
Spartanburg (Dispatcher's Office), two clerk telegraphers.....	95.00

Station and Position.	Rate per Month.
Spartanburg (Passenger Station), three telegraphers	\$ 85.00
Hayne, three telegraphers	88.00
Bookman, agent operator	66.00
Alston, agent operator	75.00
Two clerk telegraphers	68.00
Peak, agent operator	60.00
Pomaria, agent operator	73.00
Prosperity, agent operator	88.00
Newberry (Joint C. N. & L.), one clerk telegrapher	50.00
Silverstreet, agent operator	53.50
Chappells, one clerk telegrapher	62.00
Ninety-six, agent operator	85.00
One clerk telegrapher	67.00
Greenwood (Joint C. & W. C.), one clerk telegrapher	50.00
Hodges, agent operator	88.00
Abbeville, one clerk telegrapher	60.00
Shoals, agent operator	80.00
Donalds, agent operator	85.00
Honea Path, one clerk telegrapher	67.00
Belton, one clerk telegrapher	72.00
Williamston, agent operator	80.00
One clerk telegrapher	67.00
Pelzer, one clerk telegrapher	67.00
Piedmont, one clerk telegrapher	67.00
Belton, station agent	85.00
Piedmont, station agent	85.00
Pacolet, station agent	85.00
Lockhart, station agent	58.00
Chappells, station agent	80.00
Honea Path, station agent	90.00
Pelzer, station agent	88.00
Abbeville, station agent	100.00
Union, station agent	100.00
Newberry, station agent	100.00
Greenwood, station agent	105.00
Hayne, station agent	93.00

CHARLESTON DIVISION.

Station and Position.	Rate per Month.
Charleston (Dispatcher's Office), three telegraphers	\$ 95.00
Ten Mile, agent operator	67.00
Ladson, agent operator	67.00
Summerville, ticket agent telegrapher	83.00
Two clerk telegraphers	75.00
Ridgeville, agent operator	80.00
Pregnalls, agent operator	81.00
St. George, agent operator	80.00
Reevesville, agent operator	78.00
Branchville, ticket agent telegrapher	87.00
Two clerk telegraphers	82.00
Rowesville, agent operator	80.00
Orangeburg, ticket agent telegrapher	80.00
One clerk telegrapher	73.00
St. Matthews, one clerk telegrapher	71.00
Fort Motte, agent operator	80.00
Kingville, agent operator	85.00
One clerk telegrapher	75.00
Hopkins, agent operator	68.00
Williston, agent operator	83.00
Bamberg, one clerk telegrapher	73.00
Windsor, agent operator	71.00
Montmorenci, agent operator	71.00
Aiken, one clerk telegrapher	76.00
Toumey, agent operator	55.00
Sumter, one clerk telegrapher	80.00
Hagood, agent operator	70.00
Boykins, agent operator	70.00
Camden, one clerk telegrapher	76.00

Station and Position.	Rate per Month.
Kershaw, one clerk telegrapher	\$ 75.00
Heath Springs, agent operator	78.00
Lancaster, agent operator	100.00
One clerk telegrapher	63.00
Catawba Junction, agent operator	75.00
Rock Hill, two clerk telegraphers	85.00
York, one clerk telegrapher	70.00
Sharon, agent operator	70.00
Hickory Grove, agent operator	68.00
Smyrna, agent operator	62.00
Kings Creek, agent operator	65.00
Earl, agent operator	65.00
Shelby, ticket agent telegrapher	80.00
Lattimore, agent operator	62.00
Forrest City, agent operator	85.00
Rutherfordton, agent operator	82.00
Gilkey, agent operator	63.00
Union Mills, agent operator	64.00
Thermal City, agent operator	64.00
Elko, agent operator	71.00
Denmark, three clerk telegraphers	76.00
Summerville, station agent	85.00
Denmark, station agent	85.00
Aiken, station agent	95.00
Sumter, station agent	115.00
Claremont, station agent	58.00
Camden, station agent	100.00
St. Matthews, station agent	86.00
Bamberg, station agent	83.00
Branchville, station agent	92.00
Orangeburg, station agent	110.00
Jamison, station agent	50.00
Kershaw, station agent	90.00
York, station agent	93.00
Shelby, station agent	100.00

ASHEVILLE DIVISION.

Station and Position.	Rate per Month.
Majolica, three telegraphers	\$ 77.00
Barber, two telegrapher levermen	80.00
One telegrapher leverman	78.00
One leverman maintainer	68.00
Cleveland, agent operator	83.00
Filmwood, agent operator	81.00
One clerk telegrapher	77.00
Statesville, two clerk telegraphers	80.00
One clerk telegrapher	78.00
Eufola, agent operator	80.00
Catawba, agent operator	83.00
Two clerk telegraphers	78.00
Claremont, agent operator	83.00
Newton, two clerk telegraphers	80.00
One clerk telegrapher	78.00
Ovama, one telegrapher	77.00
Hickory, two clerk telegraphers	80.00
One clerk telegrapher	78.00
Connelly Springs, agent operator	85.00
One clerk telegrapher	80.00
One clerk telegrapher	78.00
Drexel, agent operator	83.00
One clerk telegrapher	80.00
Morganton, two clerk telegraphers	80.00
One clerk telegrapher	78.00
Glen Alpine, agent operator	85.00
One clerk telegrapher	78.00
Bridge water, one clerk telegrapher	80.00
Two clerk telegraphers	78.00
Nebo, agent operator	80.00
One clerk telegrapher	77.00
Marion, two clerk telegraphers	80.00
One clerk telegrapher	78.00

Station and Position.	Rate per Month.
Clinchcross, agent operator.....	\$ 90.00
Greenlee, two telegraphers	77.00
Old Fort, two clerk telegraphers.....	80.00
One clerk telegrapher	78.00
Dendron, three telegraphers	77.00
Coleman, three telegraphers	77.00
Ridgecrest, agent operator	83.00
Two clerk telegraphers	78.00
Black Mountain, two clk. telegraphers	80.00
Swannanoa, agent operator	83.00
One clerk telegrapher	80.00
One clerk telegrapher	78.00
Azalea, agent operator	83.00
Two clerk telegraphers	78.00
Biltmore, two clerk telegraphers	80.00
One clerk telegrapher	78.00
Asheville, one telegrapher	95.00
Two telegraphers	90.00
One telegrapher	85.00
Murphy Junction, three telegraphers	77.00
Buena Vista, three telegraphers.....	80.00
Arden, agent operator	80.00
Fletchers, agent operator	83.00
One clerk telegrapher	80.00
One clerk telegrapher	78.00
Hendersonville, two clerk telegraphers	80.00
One clerk telegrapher	78.00
Flat Rock, agent operator	83.00
One clerk telegrapher.....	77.00
Tuxedo, agent operator	80.00
Saluda, one clerk telegrapher	80.00
Two clerk telegraphers.....	78.00
Melrose, three telegraphers	80.00
Tryon, one clerk telegrapher	80.00
One clerk telegrapher	77.00
Landrum, agent operator	83.00
Two clerk telegraphers	78.00
Campobello, agent operator	83.00
One clerk telegrapher	80.00
Inman, agent operator	83.00
Two clerk telegraphers	78.00
Barber, station agent	80.00
Newton, station agent	80.00
Conover, station agent	50.00
Hickory, station agent	95.00
Hildebran, station agent	50.00
Valdese, station agent	48.00
Morganton, station agent	95.00
Bridgewater, station agent	85.00
Marion, station agent	95.00
Old Fort, station agent	93.00
Black Mountain, station agent	83.00
Biltmore, station agent	85.00
Hendersonville, station agent	88.00
Saluda, station agent	80.00
Tryon, station agent	83.00

TRANSYLVANIA DIVISION.

Station and Position.	Rate per Month.
Horseshoe, agent operator.....	\$ 63.00
Pisgah Forest, agent operator	75.00
One clerk telegrapher	60.00
Brevard, one clerk telegrapher.....	80.00
Rosman, agent operator	80.00
One clerk telegrapher	60.00
Lake Toxaway, agent operator	70.00

MURPHY DIVISION.

Station and Position.	Rate per Month.
Hopmny, agent operator.....	\$ 63.00
Canton, one clerk telegrapher	79.00
One clerk telegrapher	75.00
One clerk telegrapher	68.00
Clyde, agent operator	74.00
Lake Junaluska, agent operator	73.00
Waynesville, one clerk telegrapher...	77.00
One clerk telegrapher	72.00
Hazlewood, agent operator	81.00
Balsam, agent operator	70.00
Two clerk telegraphers	62.00
Willits, agent operator	66.00
Addie, agent operator	78.00
Sylva, agent operator	83.00
Dillsboro, agent operator	73.00
Whittier, agent operator	73.00
Ela, agent operator	73.00
Bryson, agent operator	90.00
One clerk telegrapher	76.00
Bushnell, agent operator	78.00
Almond, agent operator	69.00
Nantahala, agent operator	63.00
Topton, agent operator	75.00
Andrews, one clerk telegrapher	73.00
One clerk telegrapher	65.00
Murphy, agent operator	86.00
One clerk telegrapher	75.00
Andrews, station agent	85.00
Canton, station agent	92.00
Waynesville, station agent	92.00

KNOXVILLE DIVISION.

Station and Position.	Rate per Month.
Bristol, one telegrapher.....	\$ 88.00
Vance, one telegrapher	77.00
Bluff City, agent operator	87.00
One clerk telegrapher.....	80.00
One clerk telegrapher	78.00
Piney Flats, agent operator	78.00
One clerk telegrapher	76.00
Watauga, agent operator	76.00
Johnson City, three clerk telegraphers	85.00
Jonesboro, one clerk telegrapher.....	78.00
Telford, agent operator	80.00
Two clerk telegraphers	78.00
Limestone, agent operator	80.00
Afton, agent operator.....	80.00
Two clerk telegraphers	78.00
Greeneville, three clerk telegraphers..	82.00
Rader, agent operator	77.00
Two clerk telegraphers	77.00
Midway, agent operator	78.00
Mohawk, agent operator	80.00
Two clerk telegraphers	78.00
Bulls Gap, agent operator	90.00
Three telegraphers	84.00
Whitesburg, agent operator	80.00
One clerk telegrapher	78.00
Russellville, agent operator	80.00
Two clerk telegraphers	78.00
Morristown, three clerk telegraphers	88.00
New Line, three telegrapher levermen	82.00
Talbott, agent operator	77.00
Jefferson City, agent operator.....	80.00
New Market, agent operator	78.00
Mascot, agent operator	80.00
Knoxville ("K" Office), one teleg....	105.00
Three telegraphers	96.00
Knoxville ("KY" Office), one teleg..	90.00
Two telegraphers	88.00

Station and Position.	Rate per Month.
Knoxville ("Coster" Office), three telegraphers	\$ 80.00
Bearden, agent operator	80.00
Two clerk telegraphers	78.00
Ebenezer, three telegraphers	80.00
Concord, agent operator	80.00
Two telegraphers	78.00
Boyd, one telegrapher	78.00
Lenior City, three telegraphers	82.00
Loudon, three telegraphers	80.00
Philadelphia, three telegraphers	80.00
Sweetwater, one telegrapher	82.00
Two telegraphers	80.00
Reagan, three telegraphers	80.00
Niota, agent operator	80.00
One clerk telegrapher	78.00
Hutsell, three telegraphers	80.00
Athens, agent operator	85.00
Coile, three telegraphers	80.00
Riceville, agent operator	79.00
Sanford, three telegraphers	80.00
Charleston, one clerk telegrapher	80.00
Two clerk telegraphers	78.00
Tasso, agent operator	82.00
Two clerk telegraphers	80.00
Cleveland, three clerk telegraphers	88.00
McDonald, agent operator	80.00
Two clerk telegraphers	78.00
Roe Junction, three telegraphers	80.00
Witt, agent operator	78.00
Two clerk telegraphers	78.00
White Pine, three clerk telegraphers	80.00
Rankin, three telegraphers	80.00
Yalu, three telegraphers	80.00
Newport, agent operator	85.00
Bridgeport, agent operator	82.00
Two clerk telegraphers	80.00
Wolf Creek, three telegraphers	80.00
Del Rio, three telegraphers	80.00
Paint Rock, three telegraphers	80.00
Hot Springs, one clerk telegrapher	82.00
Two clerk telegraphers	80.00
Runion, agent operator	78.00
Sandy Bottom, three telegraphers	80.00
Barnard, agent operator	80.00
One clerk telegrapher	78.00
Nocona, three telegraphers	80.00
Marshall, agent operator	87.00
Rollins, three telegraphers	80.00
Volga, three telegraphers	80.00
Alexander, agent operator	82.00
Two clerk telegraphers	80.00
Craggy, agent operator	85.00
Two clerk telegraphers	80.00
Chuckey, station agent	60.00
Greeneville, station agent	90.00
Jonesboro, station agent	80.00
Alpha, station agent	45.00
Strawberry Plains, station agent	55.00
Lenior City, station agent	85.00
Loudon, station agent	82.00
Philadelphia, station agent	65.00
Sweetwater, station agent	85.00
Calhoun, station agent	50.00
Charleston, station agent	75.00
Cleveland, station agent	110.00
White Pine, station agent	75.00
Rankin, station agent	35.00
Del Rio, station agent	70.00
Paint Rock, station agent	35.00
Hot Springs, station agent	87.00
Mosheim, station agent	48.00

Station and Position.	Rate per Month.
Powell, agent operator	\$70.00
Heiskell, agent operator	72.00
Two telegraphers	70.00
Clinton, agent operator	95.00
Two clerk telegraphers	80.00
Marlow, agent operator	70.00
Oliver Springs, agent operator	80.00
Harriman, three clerk telegraphers	78.00
Coal Creek, two clerk telegraphers	78.00
Vaspar, agent operator	70.00
LaFollette, agent operator	95.00
One clerk telegrapher	75.00
Careyville, agent operator	90.00
Buckeye, agent operator	70.00
Elk Valley, agent operator	73.00
Newcomb, agent operator	80.00
Jellico (Joint L. & N. R. R.), one clerk telegrapher	42.00
Clairfield, agent operator	75.00
Corryton (Joint), agent operator	45.00
Luttrell, agent operator	75.00
Washburn, agent operator	70.00
Lone Mountain, agent operator	80.00
Taswell, agent operator	80.00
Arthur, agent operator	50.00
Tiprell, station agent	105.00
One clerk telegrapher	80.00
Pruden, agent operator	80.00
Coal Creek, station agent	90.00

APPALACHIA DIVISION.

Station and Position.	Rate per month.
Mountain City, agent operator	\$73.00
Shouns, agent operator	65.00
Butler, agent operator	75.00
Hunter, agent operator	68.00
Elizabethton, one clerk telegrapher	80.00
Bristol (General Office), one telegrapher	80.00
Bristol (Dispatcher's Office), one clerk telegrapher	90.00
Benham, agent operator	80.00
Mendota, agent operator	80.00
Hilton, agent operator	80.00
Moccasin Gap, agent operator	71.00
Two clerk telegraphers	66.00
Gate City, one clerk telegrapher	75.00
Albert Yard, three clerk telegraphers	70.00
Speers Ferry (Joint with C. C. & O.), one clerk telegrapher	35.00
Clinchport, agent operator	80.00
Glenita, one telegrapher	67.00
Duffield, agent operator	80.00
Tito, one telegrapher	64.00
Oreton, agent operator	70.00
Big Stone Gap, agent operator	87.00
Appalachia, three clerk telegraphers	80.00
Imboden, agent operator	68.00
Keokee, agent operator	90.00
St. Charles, one clerk telegrapher	70.00
Church Hill, agent operator	80.00
Stoney Point, agent operator	70.00
Surgoinsville, agent operator	80.00
Burem, one telegrapher	63.00
Coran, one clerk telegrapher	70.00
Rogersville, agent operator	80.00
Neva, station agent	38.00
Elverton, station agent	38.00
St. Charles, station agent	105.00
Elizabethton, station agent	85.00
Gate City, station agent	80.00

Station and Position.	Rate per Month.
Speers' Ferry (Joint with C. C. & O.) station agent.....	\$ 45.00
Jasper, station agent	50.00
Appalachia, station agent	125.00

MEMPHIS DIVISION.

Station and Position.	Rate per month.
Stevenson, agent operator	\$93.00
Two clerk telegraphers	73.00
Fackler, agent operator	73.00
Hollywood, agent operator	73.00
Scottsboro, agent operator	90.00
Larkinsville, agent operator	75.00
Lim Rock, agent operator	74.00
Woodville, agent operator	74.00
Paint Rock, agent operator	80.00
One clerk telegrapher	73.00
Gurley, agent operator	75.00
Huntsville, one clerk telegrapher....	90.00
Two clerk telegraphers	85.00
Madison, agent operator	78.00
Decatur, one telegrapher	82.00
Two telegraphers	81.00
Hillsboro, agent operator	83.00
Courtland, agent operator	78.00
Town Creek, agent operator	78.00
Leighton, agent operator	78.00
Tuscumbia, one clerk telegrapher....	76.00
Florence, agent operator	103.00
Loyall, one telegrapher	93.00
Two telegraphers	88.00
Cherokee, agent operator	78.00
Iuka, agent operator	90.00
Two clerk telegraphers	73.00
Burnsville, agent operator	75.00
Glens, agent operator	73.00
Cypress, one telegrapher	73.00
Pocahontas, agent operator	75.00
Middleton, one clerk telegrapher....	76.00
Two clerk telegraphers	73.00
Saundersbury, agent operator	78.00
Grand Junction, one clerk teleg....	83.00
(Joint) one clerk telegrapher.....	41.00
LaGrange, agent operator	77.00
Moscow, agent operator	76.00
One clerk telegrapher	73.00
Rossville, agent operator	73.00
Colliersville, agent operator	85.00
Two clerk telegraphers	73.00
Germantown, agent operator	73.00
Forrest, one telegrapher	82.00
Two telegraphers	79.50
Memphis (Dispatcher's Office), one clerk telegrapher	95.00
One clerk telegrapher	93.00
Riverton Junction (Joint N. A.), agent operator	36.00
McAdleton, station agent	73.00
Somerville, station agent	68.00
Williston, station agent	58.00
Wheeler, station agent	68.00
Tuscumbia, station agent	93.00
Normal, station agent	75.00
Brownshoro, station agent	48.00
Belle Mina, station agent	48.00
Barton, station agent	48.00
Trinity, station agent	40.50
Chewalla, station agent	41.00
Rogers Springs, station agent	43.00

ATLANTA DIVISION.

Station and Position.	Rate per Month.
Citico, three telegraphers.....	\$ 87.00
East Chattanooga, agent operator....	80.00
Missionary Ridge, three telegrapher levermen	85.00
Ooltewah, three teleg. levermen....	88.00
Apison, agent operator	82.00
Cohutta, agent operator	84.00
Two clerk telegraphers	78.00
Varnell, agent operator	84.00
Two clerk telegraphers	78.00
Waring, three telegraphers	77.00
Dalton, one clerk telegrapher	83.00
Two clerk telegraphers	80.00
Phelps, three telegraphers	77.00
Hill City, agent operator	82.00
Sugar Valley, agent operator	84.00
Two clerk telegraphers	78.00
Oostanula, agent operator	80.00
Two clerk telegraphers	78.00
Plainville, agent operator	84.00
Shannon, agent operator	80.00
Two clerk telegraphers	77.00
Forrestville, agent operator	86.00
Two clerk telegraphers	80.00
Rome, two telegraphers	87.00
One telegrapher	85.00
Rome Tower, two teleg. levermen..	87.00
One telegrapher leverman	85.00
Atlanta Junction, two telegraphers...	78.00
Lindale, agent operator	85.00
Silver Creek, three teleg. levermen...	83.00
Brice, three telegraphers	77.00
Seney, agent operator	82.00
Aragon, agent operator	85.00
Two clerk telegraphers.....	78.00
Rockmart, three clerk telegraphers....	80.00
Braswell, agent operator	80.00
Two clerk telegraphers	77.00
McPherson, three telegraphers	77.00
Dallas, three clerk telegraphers....	80.00
Hiram, agent operator	84.00
Two clerk telegraphers	78.00
Powder Springs, agent operator	85.00
Austell, three telegrapher levermen..	88.00
Chattahoochee, agent operator	85.00
Duman Yards, three telegraphers....	92.00
Lawrence, agent operator	64.00
Cedar Bluff, agent operator	77.00
Round Mountain, agent operator....	64.00
Gadsden, one clerk telegrapher....	85.00
Alabama City, agent operator	100.00
Roseland, agent operator	85.00
Constitution, three teleg. levermen..	80.00
Ellenwood, agent operator leverman..	84.00
Two clerk teleg. levermen.....	79.00
Stockbridge, agent operator leverman.	86.00
Two clerk teleg. levermen.....	79.00
Flippen, agent operator leverman....	84.00
Two clerk teleg. levermen.....	79.00
McDonough, agent operator	95.00
Three telegrapher levermen.....	80.00
Locust Grove, agent operator	85.00
Three telegrapher levermen	79.00
Jenkinsburg, agent operator leverman	84.00
Jackson, agent operator	98.00
Three telegrapher levermen.....	79.00
Flovilla, agent operator.....	85.00
Sandy, three telegrapher levermen....	79.00
Berner, agent operator leverman.....	82.00
Two clerk telegrapher leverman..	79.00
Juliette, agent operator	85.00
Three telegrapher levermen	79.00

Station and Position.	Rate per Month.
Dames Ferry, three teleg. levermen..	\$ 79.00
Holton, three teleg. levermen.....	79.00
Macon (Freight Yard), three clerk telegraphers	86.00
Bullard, agent operator	80.00
One clerk telegrapher	77.00
Adams Park, agent operator	78.00
West Lake, agent operator	80.00
Cochran, three clerk telegraphers....	80.00
Hawkinsville, one clerk telegrapher..	78.00
Empire, agent operator leverman.....	95.00
Two clerk teleg. levermen.....	83.00
Gresston, agent operator	78.00
Eastman, three clerk telegraphers....	80.00
Chauncey, agent operator	84.00
Helena, three telegraper levermen....	85.00
McRae, agent operator	85.00
One clerk telegrapher	78.00
Scotland, agent operator	80.00
Towns, agent operator	78.00
Lumber City, three clerk telegraphers	80.00
Hazelhurst, three clerk telegraphers.	80.00
Graham, agent operator	80.00
Baxley, three clerk telegraphers.....	80.00
Surrency, agent operator	82.00
Odum, agent operator	82.00
Everett (Joint with S. A. L.), one clerk telegrapher	38.00
Rockmart, station agent	95.00
Dallas, station agent	85.00
Austell, station agent	95.00
Howell, station agent	85.00
Cochran, station agent.....	90.00
Eastman, station agent	90.00
Helena, station agent	88.00
Lumber City, station agent	90.00
Hazlehurst, station agent	90.00
Baxley, station agent	90.00
Holton, station agent.....	40.00
Dames Ferry, station agent.....	40.00
Rex, station agent.....	50.00
Mount Pleasant, station agent.....	50.00
Ooltewah, station agent	73.00
Tyner, station agent	45.00
Reeves, station agent.....	31.00
Hawkinsville, station agent	115.00
Everett (Joint), station agent	45.00

BIRMINGHAM DIVISION.

Station and Position.	Rate per Month.
Lithia Springs, agent operator	\$82.00
Douglasville, three clk. telegraphers	80.00
Winston, agent operator	80.00
Carroll, one telegrapher	77.00
Villa Rica, agent operator	92.00
Three clerk telegraphers	80.00
Temple, agent operator	87.00
Two clerk telegraphers	78.00
Bremen, three clerk telegraphers	80.00
Waco, agent operator	80.00
Two clerk telegraphers	78.00
Tallapoosa, three clerk telegraphers..	80.00
Muscadine, agent operator	80.00
Two clerk telegraphers	78.00
Edwardsville, agent operator	80.00
Two clerk telegraphers	78.00
Heflin, agent operator	92.00
Two clerk telegraphers	80.00
Iron City, agent operator	80.00
Chocolocco, agent operator	80.00
Two clerk telegraphers	79.00

Station and Position.	Rate per Month.
DeArmanville, agent operator.....	\$ 80.00
Oxanna Junction, three telegraphers..	84.00
Bynums, agent operator.....	80.00
One clerk telegrapher.....	78.00
McFall, agent operator.....	80.00
One clerk telegrapher.....	78.00
Lincoln, agent operator.....	92.00
Three clerk telegraphers.....	79.00
Riverside, agent operator.....	80.00
One clerk telegrapher.....	78.00
Pell City, agent operator.....	92.00
Three clerk telegraphers.....	79.00
Cook Springs, three telegraphers....	77.00
Brompton, agent operator.....	80.00
Leods, three clerk telegraphers.....	79.00
Weems, three telegraphers.....	80.00
Irondale, agent operator.....	80.00
One clerk telegrapher.....	78.00
Woodlawn Jct., three telegraphers....	82.00
Birmingham (Dispatcher's Office), two telegraphers	93.00
Finley, three telegraphers.....	85.00
Ensley, one clerk telegrapher.....	88.00
Mulga, agent operator.....	70.00
Valley Creek, one clerk telegrapher...	88.00
Coalburg, agent operator.....	90.00
Two clerk telegraphers.....	80.00
Republic, agent operator.....	82.00
Brookside, agent operator.....	92.00
Two clerk telegraphers.....	79.00
Jefferson, three telegraphers.....	78.00
Blossburg, agent operator.....	96.00
Littleton, agent operator.....	90.00
Two clerk telegraphers.....	79.00
Flat Top, agent operator.....	61.00
Bryan, agent operator.....	77.00
Burnwell, two clerk telegraphers.....	78.00
Warrior Siding, one telegrapher.....	77.00
Cordova, two clerk telegraphers.....	79.00
Parrish, three clerk telegraphers.....	79.00
Oakman, one clerk telegrapher.....	79.00
Corona, agent operator.....	95.00
One clerk telegrapher.....	80.00
Berry, agent operator.....	80.00
Bankston, agent operator.....	78.00
Fayette, one clerk telegrapher.....	79.00
Covin, agent operator.....	80.00
Kennedy, agent operator.....	83.00
Millport, agent operator.....	83.00
Fernbank, agent operator.....	80.00
Anniston (L. & N. Jct.), two telegs..	78.00
Anniston (Artillery, No. 2), two telegs.	78.00
Douglasville, station agent.....	92.00
Bremen, station agent.....	92.00
Fruithurst, station agent.....	55.00
Seddon, station agent.....	55.00
Eden, station agent.....	55.00
Leeds, station agent.....	92.00
Maxine, station agent.....	55.00
Cardiff, station agent.....	55.00
Red Star, station agent.....	65.00
Fayette, station agent.....	92.00
Belk, station agent.....	55.00
Steens, station agent.....	55.00
Woodlawn, station agent.....	95.00
East Birmingham, station agent.....	95.00
Thomas, station agent.....	95.00
Woodward (Joint), station agent.....	50.00
Cordova, station agent.....	95.00
Parrish, station agent.....	95.00
Oakman, station agent.....	95.00

COLUMBUS DIVISION.

Station and Position.	Rate per Month.
Riverdale, agent operator.....	\$ 63.00
Fayetteville, agent operator.....	78.00
Woolsey, agent operator.....	62.00
Zebulon, agent operator.....	72.00
Meansville, agent operator.....	70.00
Yatesville, agent operator.....	80.00
Culloden, agent operator.....	76.00
Roberta, agent operator.....	74.00
Fort Valley, agent operator.....	100.00
One clerk telegrapher.....	65.00
Luella, agent operator.....	60.00
Concord, agent operator.....	76.00
Molena, agent operator.....	73.00
Woodbury, agent operator.....	86.00
One clerk telegrapher.....	68.00
Warm Springs, agent operator.....	75.00
One clerk telegrapher.....	67.00
Shiloh, agent operator.....	67.00
Waverly Hall, agent operator.....	75.00
Ellerslie, agent operator.....	67.00
Columbus, one clerk telegrapher.....	87.00
One yard clerk telegrapher.....	82.00
Williamson, station agent.....	82.00

MOBILE DIVISION.

Station and Position.	Rate per Month.
Atlanta Jct., one telegrapher.....	\$ 78.00
Cave Springs, agent operator.....	78.00
Rock Run, agent operator.....	80.00
Spring Garden, agent operator.....	73.00
Piedmont, agent operator.....	85.00
Jacksonville, agent operator.....	85.00
Oxford, agent operator.....	90.00
Munford, agent operator.....	70.00
Talladega, one clerk telegrapher.....	75.00
Barclay (Joint with B. & A.), agent operator.....	38.00
Childersburg, agent operator.....	90.00
Wilsonville, agent operator.....	75.00
Columblana, agent operator.....	80.00
Calera (Joint with L. & N.), three telegraphers.....	28.00
Montevallo, agent operator.....	92.00
Wilton, agent operator.....	85.00
Two clerk telegraphers.....	72.00
Ashby, agent operator.....	73.00
Randolph, agent operator.....	78.00
Maplesville, agent operator.....	90.00
Stanton, agent operator.....	75.00
Riderville, agent operator.....	75.00
Plantersville, agent operator.....	75.00
Burnsville, agent operator.....	75.00
Selma (Yard), one clerk telegrapher.....	83.00
Two clerk telegraphers.....	81.00
Selma (Dispatcher's Office), one telegrapher.....	93.00
Selma, ticket agent operator.....	95.00
One clerk telegrapher.....	75.00
Marion Junction, agent operator.....	83.00
Two clerk telegraphers.....	72.00
Union town, agent operator.....	92.00
One clerk telegrapher.....	73.00
Faunsdale, one clerk telegrapher.....	70.00
Demopolis, one clerk telegrapher.....	75.00
Lilita (Joint S. & C.), agent operator.....	48.00
Marion, agent operator.....	95.00
Newberne, agent operator.....	75.00
Greensboro, agent operator.....	92.00
Akron (Joint A. G. S.), three clerk telegraphers.....	39.00
Aldrich, agent operator.....	75.00

Station and Position.	Rate per Month.
Maylene, agent operator.....	\$ 75.00
Gurnee Junction, agent operator.....	83.00
Two clerk telegraphers.....	72.00
Marvel, agent operator.....	92.00
Garnsey, agent operator.....	85.00
Seymour, two telegraphers.....	72.00
Coleanor, agent operator.....	77.00
Piper, agent operator.....	92.00
Ardela, one telegrapher.....	72.00
Belle Ellen, agent operator.....	92.00
Hargrove, agent operator.....	73.00
Safford, agent operator.....	70.00
Catherine, agent operator.....	70.00
Lamison, agent operator.....	75.00
Kimbrough, agent operator.....	85.00
Pine Hill, agent operator.....	80.00
Thomasville, agent operator.....	92.00
One clerk telegrapher.....	70.00
Fulton, agent operator.....	82.00
Suggsville, agent operator.....	75.00
Jackson, agent operator.....	92.00
Wagar, agent operator.....	73.00
Calvert, agent operator.....	78.00
Satsuma, agent operator.....	73.00
Mobile, one clerk telegrapher.....	90.00
Kymulga, station agent.....	52.00
Fremont, station agent.....	50.00
Faunsdale, station agent.....	85.00
Coatopa, station agent.....	52.00
Alberta, station agent.....	50.00
Gastonburg, station agent.....	65.00
Arlington, station agent.....	55.00
Sunny South, station agent.....	50.00
Dickenson, station agent.....	52.00
Whatley, station agent.....	68.00
Walker Springs, station agent.....	52.00
Carson, station agent.....	50.00
Toinette, station agent.....	52.00
Mt. Vernon, station agent.....	60.00
Scott Station, station agent.....	40.00
Talladega, station agent.....	100.00
Gallion, station agent.....	45.00
Sawyersville, station agent.....	40.00
Brierfield, station agent.....	40.00
Hamburg, station agent.....	40.00

ST. LOUIS AND LOUISVILLE DIVISIONS.

Station and Position.	Rate per Month.
Louisville (Dispatcher's Office), three clerk telegraphers.....	\$ 90.00
New Albany, three telegraphers.....	84.00
Duncan, three telegraphers.....	79.00
Georgetown, agent operator.....	78.00
Crandall, agent operator.....	78.00
Corydon Jct., agent operator.....	78.00
Two clerk telegraphers.....	78.00
Depauw, agent operator.....	78.00
Milltown, three clerk telegraphers.....	79.00
Marengo, agent operator.....	78.00
One clerk telegrapher.....	78.00
English, agent operator.....	78.00
Two clerk telegraphers.....	78.00
Taswell, agent operator.....	78.00
Two clerk telegraphers.....	78.00
Eckerty, agent operator.....	78.00
Birdseye, agent operator.....	78.00
Two clerk telegraphers.....	78.00
St. Anthony, agent operator.....	78.00
Two clerk telegraphers.....	78.00
Huntingburg, three telegraphers.....	86.00
Woods, one telegrapher.....	77.00
Velpen, agent operator.....	78.00

Station and Position.	Rate per Month.
Hartwell Jct., three telegraphers.....	\$ 77.00
Winslow, agent operator.....	78.00
Ayshire, three telegraphers.....	77.00
Oakland City (Joint), one clerk teleg.	41.00
Two clerk telegraphers.....	78.00
Francisco, agent operator.....	78.00
East Junction, three telegraphers.....	77.00
Princeton (Dispatcher's Office), two clerk telegraphers.....	90.00
Becks, one telegrapher.....	77.00
Mt. Carmel, three clerk telegraphers..	80.00
Belmont, agent operator.....	70.00
Albion, agent operator.....	90.00
Two clerk telegraphers.....	76.00
Golden Gate, agent operator.....	70.00
Fairfield, agent operator.....	95.00
Two clerk telegraphers.....	76.00
Wayne City, agent operator.....	70.00
One clerk telegrapher.....	76.00
Mt. Vernon, three clerk telegraphers..	80.00
Dix, agent operator.....	60.00
Walnut Hill, agent operator.....	68.00
Bartelso, agent operator.....	64.00
Germantown, agent operator.....	70.00
Albers, agent operator.....	65.00
New Baden, three clerk telegraphers.	76.00
Millers, one clerk telegrapher.....	78.00
Belleville, one clerk telegrapher.....	76.00
Belleville Jct., one clerk telegrapher..	76.00
Cooper, two telegraphers.....	76.00
East St. Louis, one clerk telegrapher	78.00
Dubois, agent operator.....	65.00
Jasper, one clerk telegrapher.....	76.00
Dale, agent operator.....	68.00
Lincoln City, agent operator.....	80.00
One clerk telegrapher.....	76.00
Gentryville, agent operator.....	63.00
Boonville, one clerk telegrapher.....	76.00
Chandler, agent operator.....	70.00
Evansville, one clerk telegrapher.....	78.00
Chrisney, agent operator.....	65.00
Rockport, agent operator.....	98.00
Troy, agent operator.....	68.00
Tell City, agent operator.....	88.00
Cannelton, agent operator.....	83.00
St. Louis (Genl. Supt. Office), one clk. telegrapher.....	93.00
Coapman, three telegraphers.....	86.00
Louisville (Freight Station), one clk. telegrapher.....	78.00
Louisville (Fourth Avenue), three telegraphers.....	85.00
Louisville (Floyd Street), three telegraphers.....	78.00
Buechel, agent operator.....	78.00
Jeffersontown, agent operator.....	78.00
Fishersville, agent operator.....	78.00
Two clerk telegraphers.....	74.00
Veechdale, agent operator.....	78.00
Shelbyville, three clerk telegraphers..	78.00
Hemphridge, agent operator.....	78.00
Waddy, agent operator.....	78.00
Two clerk telegraphers.....	74.00
Avenstoke, agent operator.....	76.00
Alton, agent operator.....	78.00
Lawrenceburg, three clk. telegraphers	78.00
Salvisa, agent operator.....	78.00
Harrodsburg, three clerk telegraphers	78.00
Tyrone, one clerk telegrapher.....	70.00
Versailles, one clerk telegrapher.....	78.00
Midway, agent operator.....	88.00
Milltown, station agent.....	86.00
Huntingburg, station agent.....	100.00
Jasper, station agent.....	93.00

Station and Position.	Rate per Month.
Bluford, station agent.....	\$ 50.00
Tyrone, station agent.....	88.00
Oakland City (Joint), station agent...	52.00
Mt. Vernon, station agent.....	100.00
Boonville, station agent.....	100.00
Shelbyville, station agent.....	93.00
Harrodsburg, station agent.....	100.00
Milner; station agent.....	52.00
Versailles, station agent.....	93.00
Lawrenceburg, station agent.....	100.00
McBrayer, station agent.....	52.00
New Baden, station agent.....	80.00
Clark, station agent.....	37.50
Princeton, station agent.....	100.00
Mt. Carmel, station agent.....	105.00
Sims, station agent.....	40.00
Keenes, station agent.....	40.00
Tennyson, station agent.....	40.00
Russellville, two clerk telegraphers..	73.00
Isbell, agent operator.....	73.00
Spruce Pine, agent operator.....	78.00
Bear Creek, agent operator.....	73.00
Phil Campbell, agent operator.....	78.00
Haleyville, three telegraphers.....	73.00
Delmar, one telegrapher.....	73.00
Natural Bridge, one telegrapher.....	73.00
Lynn, agent operator.....	75.00
Navvoo, agent operator.....	78.00
Gamble, one telegrapher.....	73.00
Jasper, three clerk telegraphers.....	73.00
Riverton Jct. (Joint), agent operator..	37.00
Riverton, agent operator.....	79.00
Russellville, station agent.....	98.00
Haleyville, station agent.....	88.00

HIGH POINT, RANDLEMAN, ASHEBORO AND SOUTHERN RAILROAD.

Station and Position.	Rate per Month.
Asheboro, one clerk telegrapher.....	\$ 75.00
Randleman, agent operator.....	85.00
Asheboro, station agent.....	85.00
Trinity, station agent.....	55.00
Cummock, agent operator.....	56.00
Gulf, agent operator.....	80.00
Goldston, agent operator.....	60.00
Bear Creek, agent operator.....	56.00
Bonlee, agent operator.....	73.00
Ore Hill, agent operator.....	53.00
Siler City, agent operator.....	70.00
Liberty, agent operator.....	70.00
Climax, agent operator.....	68.00
Millsboro, agent operator.....	57.00
Cedar Falls, agent operator.....	55.00
Franklinville, agent operator.....	70.00
Ramseur, agent operator.....	80.00
Summerfield, agent operator.....	56.00
Stokesdale, agent operator.....	61.00
Madison, agent operator.....	80.00
Walnut Cove, agent operator.....	80.00
Germanton, agent operator.....	56.00
Pinnacle, agent operator.....	55.00
Pilot Mountain, agent operator.....	70.00
Mt. Airy, one clerk telegrapher.....	80.00
King, station agent.....	40.00
Mt. Airy, station agent.....	95.00
Granite Quarry, agent operator.....	80.00
Rockwell, agent operator.....	70.00
Gold Hill, agent operator.....	70.00
New London, agent operator.....	75.00
Albemarle, agent operator.....	100.00
Norwood, agent operator.....	80.00
Badin, agent operator.....	85.00
Richfield, station agent.....	55.00

CAROLINA & TENNESSEE SOUTHERN
RAILWAY.

Station and Position.	Rate per Month.
Ritter, station agent.....	\$ 65.00
Fontana, station agent.....	50.00

SOUTHERN RAILWAY.

Relay Offices.

Station and Position.	Rate per Month.
Washington, D. C., second telegrapher wire chief.....	\$116.00
Third telegrapher wire chief.....	114.00
Assistant wire chief.....	104.00
Three telegraphers.....	97.00
Seven telegraphers.....	94.00
Greensboro, N. C., second telegrapher wire chief.....	105.00
Third telegrapher wire chief.....	102.00
Four telegraphers.....	94.00

Station and Position.	Rate per Month.
Charlotte, N. C., second telegrapher wire chief.....	\$112.00
Third telegrapher wire chief.....	105.00
Assistant wire chief.....	100.00
Fifteen telegraphers.....	94.00
Columbia, S. C., second telegrapher wire chief.....	98.00
Third telegrapher wire chief.....	96.00
Two telegraphers.....	94.00
Atlanta, Ga., second telegrapher wire chief.....	112.00
Third telegrapher wire chief.....	102.00
One telegrapher.....	98.00
Two telegraphers.....	96.00
Seven telegraphers.....	94.00
Birmingham, Ala., second telegrapher wire chief.....	98.00
Third telegrapher wire chief.....	96.00
Two telegraphers.....	94.00

Southern Pacific Company

(Pacific System.)

(EFFECTIVE SEPTEMBER 1, 1917.)

The following rules, regulations, and rates of pay will govern telegraphers on Pacific System:

ARTICLE I.

(a) Employees, other than train dispatchers, required to perform telegraph service of any character or duration, also employees located at stations required to transmit and receive telegrams or train orders by telephone, telegraph or by any other mechanical device, staff operators, and agents and other employees personally in charge of stations incorporated in wage schedule, and at stations which are opened as such will be considered as "telegraphers" within the meaning of this agreement, irrespective of location or title by which designated or character of service performed. Location of telegraphers for service will be considered as "stations" within the meaning of this agreement.

(b) No employee except telegraphers will be permitted to receive or transmit train orders at points where telegraphers are located, except in case of emergency, in which case the telegrapher if not on duty, but available will be paid special call as provided for in Article V, Section (k). Telegraphers will register address with dispatcher and if not at such address, this section not to apply.

ARTICLE II.

Positions covered by this agreement will be filled by telegraphers taken from the telegraphers' official seniority list.

When additional positions or offices are created, or character of their duties has been materially increased, compensation will be fixed in conformity with positions of the same class in schedule on the division where located.

When general, relay, or dispatchers' offices are established rates of pay for managers, wire chiefs and telegraphers will be same as salaries paid at other general, relay and dispatchers' offices covered by this agreement on district located.

ARTICLE III.

(a) Regular assigned telegraphers will receive one day's pay within each twenty-four hours, according to location occupied or to which entitled, if ready for service and not assigned to a location, or if required on duty less than the required minimum number of hours as per location, except on Sundays and holidays.

(b) A regular assigned telegrapher is one who is assigned to a position by bulletin.

ARTICLE IV.

(a) Telegraphers will receive the same salary in relief service as the telegrapher they relieve.

(b) Extra telegraphers who have performed initial service when deadheading at the company's instance to perform service at any point, and returning therefrom will be paid 2 cents per mile except when deadheading to displace their juniors in the service.

(c) Senior extra telegraphers when available and competent will be used in preference to junior extra telegraphers. Junior extra telegraphers will not be displaced on vacancies of thirty days or less. After they have worked a vacancy thirty days, senior extra telegraphers will be allowed to displace them except that in general, relay, or dispatchers' offices displacements may be made at any time.

(d) Regular telegraphers may do relief work for a period not to exceed ninety (90) days without losing their assigned position, but where competent extra telegraphers are available the extra telegraphers will be given the preference. Regular telegraphers will be paid one (\$1.00) dollar per day for expenses while used in such service when necessary to leave their home station.

ARTICLE V.

(a) At stations where one telegrapher is employed ten (10) consecutive hours (including one hour for meal and one additional hour to be allowed in consecutive order between the fourth and seventh hours on duty) shall constitute a day's work on week days, for telegraphers.

Under this section, if either hour is missed or curtailed, one hour's overtime will be paid. If both hours are missed or curtailed, two hours' overtime will be paid.

(b) Where two or more telegraphers are employed eight (8) consecutive hours will constitute a day's work on week days for telegraphers, provided that nine (9) consecutive hours including a meal hour will constitute a day's work on week days for agents performing no wire work.

(c) Eight consecutive hours will constitute a day's work on week days for copyists and telegraphers at dispatchers' and superintendents' offices.

(d) Mondays, Tuesdays, Wednesdays, Thursdays, Fridays and Saturdays are week days within the meaning of this agreement.

(e) Except as provided for in Article VI, in cases of emergency, telegraphers shall be allowed not less than thirteen consecutive hours' rest within each twenty-four-hour period, provided that in cases of emergency they shall have not less than ten consecutive hours' rest within each twenty-four-hour period.

The twenty-four-hour period wherever mentioned in this agreement to begin at the time service commences.

(f) At stations where but one telegrapher is employer, if a day office, the hours of service shall begin between six (6:00) a. m. and eight (8:00) a. m.

At stations where two telegraphers are employed the hours of service for agents or first trick telegraphers shall begin between six (6:00) a. m. and eight (8:00) a. m.

At stations where three or more telegraphers are employed the hours of service for the agent or first trick telegrapher will commence at eight (8:00) a. m.

At stations where agent is not required to telegraph, his hours shall begin between six (6:00) a. m. and eight (8:00) a. m.

Where agent is required to telegraph, he will be known as first trick telegrapher.

Telegraphers, the greater part of whose assigned hours are between six (6:00) a. m. and six (6:00) p. m. will be considered day telegraphers within the meaning of this agreement.

At stations where wire chiefs are employed the hours of first wire chief to be eight (8:00) a. m. to four (4:00) p. m.; second wire chief, four (4:00) p. m. to twelve (12:00) midnight, and third wire chief, twelve (12:00) midnight to eight (8:00) a. m.

(g) Except as provided for in section (a) of this article, and except at stations where eight (8) consecutive hours constitute a day's work, day or night telegraphers who are not allowed sixty (60) consecutive minutes between eleven-thirty (11:30) and one-thirty (1:30) day or night, will receive one hour's overtime for each meal hour missed or curtailed at the company's instance within the time specified herein. When the hours are so arranged that a meal hour is not desired by telegrapher as provided above, a meal hour of sixty (60) consecutive minutes between six (6:00) a. m. and eight (8:00) a. m. or six (6:00) p. m. and eight (8:00) p. m. will be arranged and telegraphers will receive one hour overtime for each meal hour missed or curtailed at the company's instance on account of the requirements of the service.

(h) Telegraphers who are required to work a full meal hour shall be allowed thirty (30) minutes for lunch within one hour after the meal hour period designated in sections (a) and (g) of this article or paid an additional hour overtime.

Telegraphers will not be required to work in excess of eight (8) consecutive hours without a meal hour, but if requirements of the service make it impossible to release a telegrapher at expiration of eight (8) consecutive hours' service, double the rate of overtime will be paid for first hour worked after eight (8) consecutive hours' service, computed on basis of second paragraph of Section (j) of this article.

Telegraphers who have worked eight consecutive hours without a meal hour and required to return for service will be allowed special call for the first hour.

(i) Telegraphers will be allowed overtime when required to remain on duty in performance of any service required by the company longer than the number of hours constituting a day's work, according to location, or outside of their regular hours designated as the beginning and ending of the standard day's work according to location.

Telegraphers will be assigned so as to bring them on duty not less than thirty (30) minutes prior to arriving time of any passenger train they are required to work.

(j) Except as provided for in Article VI, the rate of overtime shall be based on the telegrapher's monthly salary (exclusive of Sundays) according to location, but in no case less than fifty (50c) cents per hour. Overtime on articles in this agreement will be computed on an eight (8) hour basis.

In computing overtime fractions of an hour less than twenty (20) minutes will be ignored, fractions of an hour comprising twenty (20) minutes or over will be counted, as one hour.

(k) Telegraphers, when called for service by proper authority for any purpose before or after regular assigned hours will be paid one dollar (\$1.00) for each call, and if kept on duty longer than one hour they shall receive overtime pro rata at regular salary, but not less than the minimum specified in this agreement.

Minimum pay for service on Sundays and holidays will be one call. Overtime pro rata

to be based on a calendar working day month.

If assigned week day hours for Sunday and holiday service, the salary for such service will be one day's pay.

If assigned one-half week day hours for Sunday and holiday service, pro rata overtime rate will be paid.

If not assigned hours for Sunday and holiday service, call will be paid for first hour, pro rata overtime rate will be paid for additional service performed.

(l) Telegraphers will be notified by the company in all cases without delay when claims for overtime or for compensation on any other account are disallowed, with reasons why not allowed.

ARTICLE VI.

(a) "BD" San Francisco, "HU" Los Angeles and "DW" Portland offices will herein be referred to as general telegraph offices.

(b) At general telegraph offices eight (8) consecutive hours without a meal hour shall constitute a day's work on week days for telegraphers.

(c) At "BD" San Francisco and "HU" Los Angeles and "DW" Portland, positions except manager, first, second and third wire chiefs, will be numbered consecutively as telegraphers have bid into these positions.

When additional positions are created at any general telegraph office they shall be given the next higher number to the last position created in that particular office.

(d) At general telegraph offices when positions are vacated they shall be bulletined to such divisions as stated in Section (c) of this article. (Bulletin will read, "Position No. in office is vacant, and bids will be received for same until").

(e) At general telegraph offices, office hours except for managers and wire chiefs will be arranged in accordance with the number of the position which telegraphers hold, position No. 1 to have first choice, position No. 2, second choice, and so on, of the hours arranged by the management.

(f) At general telegraph offices when reduction in force is necessary the highest numbered position shall be reduced first and so on, inversely.

(g) At general telegraph offices when a position as wire chief is abolished, the wire chief so affected shall have the right to displace the telegrapher holding the highest numbered position in that office, or exercise his seniority right on division from which promoted.

(h) When necessary to work additional telegraphers in any general telegraph office, extra men may be used to fill such positions. Superintendent of telegraph will wire division superintendents within forty-eight (48) hours to issue bulletin in regular manner immediately, such bulletin to close within ten (10) days, assignment to be made within five (5) days.

(i) In any telegraph office on the system where automatic printers are in use, telegraphers will be used in the operation of same, except punching.

Where automatic printers are used there shall be a position designated as "telegrapher-mechanician," who will be in charge of printer equipment.

In offices where more than one automatic printer is in use, there shall be the required number of positions designated as "telegrapher-clerks," to cover the entire period that such automatic printers are in operation, one telegrapher-clerk to be assigned to each automatic printer so operated.

Telegrapher-mechanician and telegrapher-clerks shall receive compensation shown in wage scale.

(j) At any telegraph office on the system where five (5) or more telegraphers are employed, two (2) hours overtime in any twenty-four (24) hour period on week days shall be the maximum amount of overtime required of each telegrapher, except that in case of a general prostration of circuits, when four (4) hours' overtime shall be the maximum amount of overtime required of each telegrapher.

(k) At general telegraph offices on Sundays and holidays, where six (6) or more telegraphers are employed, telegraphers will not be required to work more than four (4) consecutive hours' overtime, and where less than six (6) telegraphers are employed, telegraphers will not be required to work more than six (6) consecutive hours' overtime except in emergency.

(l) At general telegraph offices where telegraphers are required to work overtime on Sundays and holidays, they will be assigned hours, thirty-six (36) hours in advance, according to the number of the position they hold, first, second and third wire chiefs having preference to telegraphers holding position No. 1. Telegraphers when filling wire chief's position on Sundays and holidays, will be paid wire chief's pro rata overtime rating.

(m) At general telegraph offices overtime for telegraphers shall be pro rata based on monthly salary, exclusive of Sundays, but not less than sixty (60) cents per hour.

(n) Telegraphers taking initial service with the company in "BD", San Francisco, shall have the choice of either Coast or Western divisions; similar initial service in "HU", Los Angeles, telegraphers' seniority will be carried on Los Angeles division; similar initial service in "DW", Portland, telegraphers' seniority will be carried on Portland division.

This right must be exercised at time of entering service and general chairman notified.

(o) Positions vacated or created in "BD", San Francisco, will be bulletined to all offices covered by this agreement. Positions in "HU", Los Angeles, will be bulletined to all offices on the Southern district, and positions in "DW", Portland, will be bulletined to all offices on the Northern district. Telegraphers shall have the right to file for these positions. Assignments to be made as provided for in Article XIV.

ARTICLE VII.

(a) At stations where multiplex apparatus is in use at which three (3) or more telegraphers are employed, there will be positions designated as manager, and the required number of wire chiefs to cover the entire twenty-four (24) hour period.

(b) At stations where storage batteries or accumulators are maintained and telegraphers are required to take readings of spe-

cific gravity, voltage or amperage or re-charge them, each telegrapher so handling shall be paid an additional monthly wage of five (\$5.00) dollars for the first five hundred (500) cells or less, and two dollars and fifty cents (\$2.50) for each additional two hundred and fifty (250) cells or less of storage batteries or accumulators so handled.

ARTICLE VIII.

(a) Telegraphers will not be required to serve express companies for a less rate per cent extra compensation than that allowed them during the year 1906.

In case the express agency is withdrawn from any station, the compensation of the agent will be readjusted to conform with the rate paid at other stations of similar importance on the division where railroad agent does not act also as an express agent.

(b) Telegraphers who are required to render commercial accounts will be considered manager and receive two-thirds ($\frac{2}{3}$) of the total commission, balance of commission to be prorated to other telegraphers who receive and transmit commercial business.

(c) Telegraphers required to serve express or commercial telegraph companies will have the right to complain of unsatisfactory treatment at the hands of said companies and will receive due consideration from the railroad company.

ARTICLE IX.

(a) Telegraphers will not be required to fuel, wipe, turn or start fires in locomotives, measure oil in tanks of engines, unload coal or wood, bed stock cars, patrol tracks or turn bridges, throw switches (other than in regular switch towers), shovel snow, clean coaches, scrub stations, platforms, or outside closets, wash windows, run pumps, or fill water cars.

Where additional station force other than telegraphers are employed and are on duty before eight (8:00) a. m., telegraphers will not be required to sweep out offices and waiting rooms.

(b) The handling of L. C. L. freight received and forwarded at any station in excess of five thousand (5,000) pounds per day, based on an average of thirty (30) days shall not be required of telegraphers without additional station help to handle. Agents will be authorized to call on section foremen for assistance in handling heavy or bulky freight.

(c) Telegraphers will not be required to attend switch lights. If such lights within their view which should be burning are extinguished they must relight them.

(d) Telegraphers will not be required to clean batteries at stations where more than ten (10) cells are used.

(e) Telegraphers at division or sub-division terminals, or at junction points where trainmaster, terminal trainmaster, yardmaster, or others are in charge of yard, will not be required to handle train boards, train crews, or leave office to call train or engine crews, or be held responsible for the starting of trains. It is understood under this that telegraphers will not be required regularly to call crews at any station.

(f) Telegraphers will not be required to teach telegraphy, nor admit students to their offices, nor will telegraphers teach telegraphy without permission from the company.

(g) If on any trick, at any station U. S. mail exceeds five hundred (500) pounds, or twenty (20) pouches, sacks or pieces per day based on an average of thirty (30) days, telegrapher on that trick will not be required to handle.

(h) Telegraphers will be exempt from watch inspection at stations where standard clock is provided.

ARTICLE X.

(a) At stations where living quarters, either in station buildings, cars or separate buildings have heretofore been furnished telegraphers together with allowances of fuel, ice and other supplies without expense to themselves, such concessions will not be withdrawn by the company, after the adoption of this agreement, and in case agent does not desire use of same, first trick or day telegrapher, second trick telegrapher, or third trick or night telegrapher in order named will be entitled to above named concessions without expense or payment therefor.

Where living quarters cannot be secured at isolated points, the company shall provide suitable quarters without charge for each telegrapher, and in addition furnish fuel, ice and water free of charge.

Where wood is furnished as fuel for office or waiting rooms, telegraphers will not be required to saw and cut same.

Sufficient coal or wood and ice will be furnished by the company whenever climatic conditions require.

(b) At stations where telegraphers report to the proper officer unsanitary water conditions, the company will correct same if found to be as represented.

(c) Telegraphers employed at stations where there are no stores will be given free freight rate from points where stores are located on the same division for all provisions, not to exceed one hundred (100) pounds per week for each telegrapher so far as the company may legally do so.

ARTICLE XI.

(a) Regular telegraphers moving from one station to another under orders or to take assignment, will receive pay for time lost in transferring, according to location after transfer, also free transportation for themselves, dependent members of their family and household goods.

(b) When transfers of stations are made at the company's instance, or in case of disability or leave of absence not to exceed two (2) per year, each telegrapher will receive one day's pay in each twenty-four (24) hour period during such transfer at rate of position being transferred.

When offices are closed and positions discontinued, the company will pay for time lost in making the transfers necessary on account of telegraphers exercising their seniority rights and electing to take positions held by telegraphers their juniors in the service.

ARTICLE XII.

Telegraphers attending court or detailed on other business for the company, will be allowed regular salary and in addition the equivalent of commissions earned by his relief, also legitimate expenses while away from home.

ARTICLE XIII.

(a) Telegraphers' official seniority list will consist of all regularly assigned occupants of the positions covered by this agreement, and telegraphers on the extra list on the date this agreement becomes effective.

None but telegraphers who enter schedule positions after the adoption of this agreement will be added to the telegraphers' official seniority list.

(b) Seniority rights will be confined to railroad divisions and will not be interchanged between divisions except as provided for in article XV.

(c) Staff operators will have preference for all vacancies in staff offices. Telegraphers may bid for vacancies in staff offices, but seniority as telegraphers will not be considered in filling the vacancy. Their seniority as staff operators to date from date of entering staff service. Telegraphers accepting positions in staff offices will not lose their seniority thereby.

(d) All train dispatchers entitled to seniority at the time of adoption of the 1908 agreement and telegraphers since promoted as such, will retain their seniority after the adoption of this agreement, provided that dispatchers who have performed no service in schedule positions since 1908 will not be entitled to seniority on telegraphers' official seniority list.

In future, telegraphers accepting positions as train dispatchers will not hold their assigned schedule positions in excess of ninety (90) days as provided for in article IV, and will not be permitted to file applications for vacancies while employed as train dispatchers.

ARTICLE XIV.

(a) Telegraphers will be regarded as in line of promotion, advancement depending upon faithful discharge of duties and capacity for increased responsibilities. Where ability is sufficient, seniority will have the preference.

(b) The company, through the proper official, will determine the fitness of telegraphers to fill all positions in this agreement.

(c) Any telegrapher feeling himself aggrieved on account of such decision will have the right of appeal personally or through the Order of Railroad Telegraphers, to the higher officials in regular order.

(d) Telegraphers will be notified by the company every thirty (30) days when positions are created or vacancies occur on the divisions where located, and telegraphers may file application for the same within fifteen (15) days from the date of notification. All applications for vacancies to be made in duplicate, one copy of which will be returned to applicant previous to close of bulletin as an acknowledgment of receipt. Permanent appointments to be made within ten (10) days after close of bulletin.

(e) When positions are created, bulletins will state hours and rate of compensation. Bulletins will show the previous month's assignment. At any station where manager, first, second or third wire chiefs are employed, when such positions are vacated or created they will be bulletined as such.

(f) Failure to file for a bulletined position will not work any forfeiture of rights to file for any position on any subsequent bulletin, but if application is made, applicant will be required to accept the position filed for if his application is confirmed by the company.

(g) If a telegrapher assigned to a position proves incompetent, he will drop back to the extra list, retaining his seniority rights.

ARTICLE XV.

(a) Telegraphers, on account of ill health of themselves or dependent members of their families, may transfer from one division to another with the approval of the company. Provided, that telegraphers making such transfer will furnish physician's certificate in duplicate, previous to transfer, one copy to be furnished local chairman Order of Railroad Telegraphers on division to which transferred. In such cases the telegraphers making the transfer will go on the extra list, but will retain three-fourths ($\frac{3}{4}$) of his former seniority, and will have the right to file into bulletined positions as per article XIV. No application for vacancies will be accepted by the company until telegrapher has actually performed service on the division transferred to.

(b) Any telegrapher may exchange position and seniority with a telegrapher on another division with the approval of the company. Where exchanges are made telegraphers exchanging positions will not be permitted to transfer back (as per section (a) of this article) within two (2) years from date of exchange to division from which exchange was made without forfeiture of one-half ($\frac{1}{2}$) of their seniority.

(c) Telegraphers transferred from one division to another, will not be required by reason of such transfer, to undergo an additional physical examination, except as provided for in section (a) of this article, will be given free transportation for themselves, dependent members of their families and household goods, except when the same would conflict with the Federal laws.

(d) Telegraphers will not be permitted to exchange positions or seniority with other telegraphers on the same division.

ARTICLE XVI.

The local chairman of the Order of Railroad Telegraphers on each division will be furnished official seniority lists, by the company, in January and July of each year, showing all telegraphers on the division with their location and occupation.

ARTICLE XVII.

(a) Telegraphers securing employment with the company will, within ninety (90) days of date of employment, have returned to them all certificates of service, letters of recommendation and other papers which

have been furnished by them for investigation, and said telegraphers, if required, will make and forward copies with the original, said copies to be retained by the company.

(b) Any telegrapher may inspect his discipline record file at any time. He may assign in writing to the local chairman of the local board of adjustment the right to inspect his discipline record file in the adjustment of grievances.

(c) Telegraphers leaving the service of the company who have been in its employ sixty (60) days or more, will be given certificates of service and paid promptly. If dismissed, service letter will show specific reason.

If detained more than three (3) days awaiting pay, after having given ten (10) days' notice or on account of having been dismissed, they will be paid for each day in excess of three (3) days on basis of wages allowed at last position occupied. It is understood that this does not apply if the delay is due to accounting irregularities.

(d) Telegraphers who have left the service voluntarily or otherwise, when re-employed will rank from last date of employment, but nothing in this article will be construed as abrogating the rights of telegraphers reinstated any time after discharge.

ARTICLE XVIII.

(a) Telegraphers will not be dismissed from the company's service without fair and impartial hearing unless telegraphers waive such hearing, if suspended pending investigation such investigation will ordinarily be held within ten (10) days from date of suspension, and telegraphers at investigation or hearing may be accompanied by a telegrapher of his choice (other than a general officer of his organization), in the employ of the company and on same seniority district. Telegrapher accompanying another telegrapher who is under investigation does so at his own expense. Telegraphers found not guilty, as charged, will be reinstated and paid for all time lost.

(b) Telegraphers dissatisfied with the result of the investigation have the right, without prejudice, to appeal to the superintendent of telegraph and other general officers of the company in regular order, either in person or through the Order of Railroad Telegraphers.

(c) A transcript of investigations and hearings will be furnished by the company to the telegrapher affected, if requested.

(d) Telegraphers who have been in the service of the company three (3) months or more and are dismissed, will be given free transportation to either end of the division where employed, as they may elect.

(e) If a meeting with the superintendent of telegraph is desired, written notice, together with statement of matters to be considered, will be forwarded to the superintendent of telegraph or other general officers, in regular order, by the general chairman Order of Railroad Telegraphers, and date and time will be arranged for conference without unreasonable delay.

ARTICLE XIX.

(a) When necessary to reduce the number of telegraphers they will be laid off according to the seniority list, taken in inverse order, commencing with the junior extra telegrapher, regular telegraphers moving back to the extra list in the same manner, except as provided for in Article VI.

(b) Telegraphers who are laid off will have the preference when necessary to employ telegraphers on any division included in this agreement.

(c) A telegrapher losing his assigned position through no fault of his own will if ability is sufficient, be allowed one displacement of either the youngest assigned agent, or day telegrapher, or night telegrapher, provided the telegrapher displaced is his junior in the service. This right must be exercised within a period of ten (10) days, except as provided for in Article VI.

(d) Positions covered by this agreement which have been closed thirty (30) days or more and re-opened will be considered new positions.

(e) In reducing the number of positions at stations except as provided for in Article VI, section (g), last position established shall be abolished first, and hours of remaining trick or tricks changed to cover the required number of hours that the office is to remain open.

ARTICLE XX.

(a) Telegraphers will not be discriminated against for serving on boards of adjustment for the Order of Railroad Telegraphers, will be granted leave of absence, be relieved without delay and furnished transportation for such purpose.

The local chairman of each division will be given transportation over the company's lines, granted leave of absence and relieved without delay when he desires to attend to business of the organization.

(b) Telegraphers elected as representatives to the grand division or holding office in the grand division of the Order of Railroad Telegraphers employed on any part of the system covered by this agreement, will be granted leave of absence and relieved without delay to attend to any business in connection with their position as such representatives or officers of the grand division and will be furnished transportation over the lines covered by this agreement; necessary leave of absence will be granted in case of official promotion either with the company, or Order of Railroad Telegraphers, provided that telegraphers accepting official promotion with the railroad company will forfeit their assigned positions at the expiration of ninety (90) days and will not be permitted to file application for vacancies in schedule positions as provided for in Article XIV, section (d).

(c) Telegraphers who have been in the service of the company as telegraphers for a period of five (5) years or more will be granted leave of absence for six (6) months or one year with retention of seniority rights and assigned positions; application for such leave of absence to be approved by the assistant general manager. Positions of telegraphers

raphers granted six (6) months' or one year's leave of absence will be bulletined showing length of vacancy. If telegraphers return prior to expiration of leave, they will go on the extra list until leave of absence has expired, they will then resume their assigned positions. If a telegrapher fails to return after six (6) months' or one year's leave of absence the position will be bulletined as a permanent vacancy.

(d) Other leaves of absence will be granted not to exceed sixty (60) days and an extension of thirty (30) days will be granted at the discretion of the superintendent, except in case of sickness or disability when telegraphers will be granted indefinite leave of absence.

ARTICLE XXI.

(a) Telegraphers required to work Sundays and the following holidays—New Year's, Fourth of July, Labor Day, Thanksgiving and Christmas, will receive overtime as per Articles V and VI for all service performed. Sunday and holiday hours if assigned will be within the hours of week-day service, except as provided for in Article VI.

Telegraphers will receive not less than a special call for Sunday or holiday assignments. Should holidays named above fall on Sunday, the day following will be considered a holiday.

(b) Telegraphers will not be required to work on holidays, except as provided for in Section (a) of this article, only when absolutely necessary to protect the company's interest. This article will be very liberally interpreted by the company.

(c) Where two or more telegraphers are employed and the condition of service will permit, one telegrapher may be used on alternate Sundays, except as provided for in Article VI.

ARTICLE XXII.

(a) At stations where telegraphers are located in addition to the agent and are required to perform other than telegraphic duties, such other duties will be reasonable and just, but such other service shall not interfere with the telegrapher's duties to the telegraph department.

(b) Telegraph positions which have not involved the performance of clerical or station duties heretofore will not include the performance of clerical or station duties hereafter, unless a radical change in commercial conditions takes place at the station affected making necessary a reduction in operating expenses.

(c) When a telegrapher considers himself overworked, any complaint to the proper officers will be carefully considered and if well founded, relief will be granted.

ARTICLE XXIII.

(a) Regular telegraphers taken from their assigned positions to be used at derailments, washouts, or similar emergency offices, will receive salary of regular position, but in no case less than four (\$4.00) dollars per day. Extra telegraphers when used in similar service will receive four (\$4.00) dollars per day.

(b) Nine (9) consecutive hours including a meal hour will constitute a day's work in such service. The company will provide shelter, board and lodging without charge.

(c) Time going to and from scene of emergency to be included in service for day in which deadheading is performed; but in no case will telegraphers receive less than one day's pay within each twenty-four (24) hour period while so engaged.

ARTICLE XXIV.

(a) Typewriters will be furnished and maintained by the company at all general, relay and dispatchers' offices or other offices where telegraphers are required to use them.

(b) Telegraphers, who, through no fault of their own, are required to leave their stations to attend examination or instruction cars, at the company's instance, will be allowed legitimate expenses while away from home and where they lose time they will be paid their regular salary.

(c) Telegraphers required by the company to leave their stations to go to other points to receive their pay check will be paid overtime as provided for in Article V for time consumed in so doing.

(d) Telegraphers will be given permission by the dispatcher to leave their position after assigned hours when practicable.

ARTICLE XXV.

All officials of the Southern Pacific System, Division No. 53, Order of Railroad Telegraphers, will be certified to the company in writing by the general chairman and general secretary, over the seal of the division before being recognized as representatives of the organization.

ARTICLE XXVI.

All telegraphers will be furnished by the company copies of this agreement, and when leaving the service will return same to proper officer or forfeit one (\$1.00) dollar.

The general chairman, Order of Railroad Telegraphers, will be furnished without delay, copies of all amendments, rulings and supplements to this agreement.

WAGE SCALE.

Guaranteed minimum salaries per month for telegraphers, exclusive of ticket, express or other commissions, or deductions of any character other than hospital dues.

At the following named stations, the concurrence of the traffic department shall be secured to appointments before assignments are made:

Coast Division: Redwood City, Santa Cruz, Watsonville Junction, Watsonville, South San Francisco.

Stockton Division: Atwater, Madera, Merced, Modesto, Oakdale, Turlock, Tracy.
San Joaquin Division: Exeter, Lindsay, Porterville, Selma, Tulare.

Los Angeles Division: Anaheim, Colton, Long Beach, Ontario, Oxnarda, Santa Barbara, San Bernardino, Ventura.

Tucson Division: Bowie, Lordsburg.
Portland Division: Corvallis, Grants Pass, Marshfield, Medford, Roseburg, Oregon City, Portland (Jefferson Street).

Shasta Division: Ashland, Klamath Falls.
Sacramento Division: Biggs, Gridley, Oro-
ville, Woodland.

Western Division: Bay Point, Hayward,
Martinez, Pittsburg, San Leandro, Vacaville,
Suisun-Fairfield.

Salt Lake Division: Lovelock, Palisade;
Wabaska, Wells, Westwood, Golconda.

Positions marked with a star (*) are filled jointly by the traffic and operating departments. These positions will be bulletined when vacancies occur, and telegraphers will have the right to make application for the same, and their applications will be considered and given preference; all things being equal, fitness and ability together with seniority to govern.

GENERAL OFFICES.

Station and Position.	Rate per Month.
San Francisco (BD), manager.....	\$157.00
First wire chief.....	135.00
Second wire chief.....	130.00
Third wire chief.....	130.00
Telegrapher mechanician.....	135.00
Telegrapher clerk.....	125.00
Telegraphers.....	125.00
One telephone message operator..	85.00
Los Angeles (HU), mgr. and 1st W. C.....	\$145.00
Second wire chief.....	130.00
Third wire chief.....	130.00
Telegrapher mechanician.....	135.00
Telegrapher clerk.....	125.00
Telegraphers.....	125.00
Portland (DW), mgr. and 1st W. C.....	\$135.00
Second wire chief.....	125.00
Third wire chief.....	125.00
Telegraphers.....	125.00

COAST DIVISION.

Station and Position.	Rate per Month.
Alma, agent and telegrapher.....	\$ 85.00
Aptos, agent and telegrapher.....	105.00
Aromas, agent and telegrapher.....	95.00
Bay Shore, agent.....	85.00
Yard, first telegrapher.....	110.00
Second telegrapher.....	110.00
Third telegrapher.....	110.00
Belmont, agent.....	85.00
Ben Lomond, agent and telegrapher..	85.00
Boulder Creek, agent and telegrapher.	100.00
Bradley, agent and telegrapher.....	90.00
Telegrapher and clerk.....	85.00
Campbell, agent and telegrapher.....	100.00
Capitola, agent and telegrapher.....	85.00
Casmalia, agent and telegrapher.....	95.00
Telegrapher and clerk.....	90.00
Chualar, agent and telegrapher.....	90.00
Colma, agent.....	95.00
Concepcion, agent and telegrapher....	90.00
Coyote, agent and telegrapher.....	95.00
Second telegrapher and clerk.....	90.00
Third telegrapher and clerk.....	90.00
Del Monte Jct., agent and telegrapher	110.00
Telegrapher and clerk.....	90.00
Edna, agent and telegrapher.....	90.00
Felton, agent and telegrapher.....	100.00
Gaviota, agent and telegrapher.....	90.00
Second telegrapher and clerk.....	90.00
Third telegrapher and clerk.....	90.00

Station and Position.	Rate per Month.
Gilroy, agent and telegrapher.....	\$135.00
First telegrapher and clerk.....	100.00
Second telegrapher and clerk.....	100.00
Third telegrapher and clerk.....	100.00
Glenwood, agent and telegrapher.....	90.00
Goleta, agent and telegrapher.....	90.00
Gonzales, agent and telegrapher.....	80.00
Guadalupe, agent and telegrapher....	105.00
Second telegrapher and clerk.....	95.00
Third telegrapher and clerk.....	95.00
Hollister, agent and telegrapher.....	130.00
Telegrapher and clerk.....	100.00
King City, agent and telegrapher.....	95.00
Second telegrapher and clerk.....	90.00
Third telegrapher and clerk.....	90.00
Laurel, agent.....	85.00
Lawrence, agent.....	80.00
Lompoc, agent and telegrapher.....	120.00
Telegrapher and clerk.....	95.00
Lompoc Jct., agent and telegrapher..	95.00
Second telegrapher and clerk.....	90.00
Third telegrapher and clerk.....	90.00
Los Gatos, agent and telegrapher....	135.00
Telegrapher and clerk.....	100.00
Mayfield, agent and telegrapher.....	100.00
Menlo Park, agent.....	110.00
Metz, agent and telegrapher.....	90.00
Millbrae, agent.....	85.00
Monterey, agent and telegrapher.....	125.00
Telegrapher and clerk.....	95.00
Morganhill, agent and telegrapher....	90.00
Mountain View, agent.....	115.00
Naples, agent and telegrapher.....	90.00
Telegrapher and clerk.....	85.00
Oceanco, agent and telegrapher.....	85.00
Ocean View, agent.....	95.00
Pacific Grove, agent and telegrapher.	105.00
Palo Alto, agent.....	135.00
Paso Robles, agent and telegrapher...	125.00
Second telegrapher and clerk.....	95.00
Third telegrapher and clerk.....	95.00
Redwood City, agent and telegrapher.	135.00
First telegrapher and clerk.....	95.00
Second telegrapher and clerk.....	95.00
Third telegrapher and clerk.....	95.00
Salinas, agent.....	135.00
First telegrapher and clerk.....	105.00
Second telegrapher and clerk.....	105.00
Third telegrapher and clerk.....	105.00
San Ardo, agent and telegrapher.....	95.00
Second telegrapher and clerk.....	90.00
Third telegrapher and clerk.....	90.00
San Bruno, agent and telegrapher....	90.00
San Carlos, agent and telegrapher....	85.00
San Francisco (MS), first telegrapher.	110.00
Second telegrapher.....	110.00
(ND), first telegrapher.....	120.00
Second telegrapher.....	120.00
Third telegrapher.....	125.00
Fourth telegrapher.....	120.00
One telephone message operator..	95.00
San Jose Pass. Station,* agent.....	140.00
First telegrapher.....	110.00
Second telegrapher.....	110.00
Third telegrapher.....	110.00
San Lucas, agent and telegrapher....	90.00
San Luis Obispo, Disp. of., first teleg.	120.00
Second telegrapher.....	120.00
Third telegrapher.....	120.00
San Martin, agent and telegrapher....	90.00
San Mateo, agent.....	130.00
San Miguel, agent and telegrapher....	110.00
Santa Clara, agent and telegrapher....	135.00
Telegrapher and clerk.....	95.00

Station and Position.	Rate per Month.
Santa Cruz, agent and telegrapher.....	\$150.00
First telegrapher and clerk.....	105.00
Second telegrapher and clerk.....	100.00
Santa Margarita, agent and telegrapher.....	95.00
Second telegrapher and clerk.....	90.00
Third telegrapher and clerk.....	90.00
Soledad, agent and telegrapher.....	95.00
Second telegrapher and clerk.....	90.00
Third telegrapher and clerk.....	90.00
Sargent, agent and telegrapher.....	85.00
Serrano, agent and telegrapher.....	90.00
South San Francisco, agent and telegrapher.....	145.00
Sudden, agent and telegrapher.....	90.00
Sunnyvale, agent.....	115.00
Templeton, agent and telegrapher.....	85.00
Tres Pinos, agent and telegrapher.....	85.00
Watsonville, agent and telegrapher.....	140.00
Telegrapher and clerk.....	105.00
Watsonville Jct., agent and telegrapher.....	135.00
First telegrapher.....	110.00
Second telegrapher.....	110.00
Third telegrapher.....	110.00
West San Jose, agent and telegrapher.....	110.00
Wright, agent and telegrapher.....	85.00

STOCKTON DIVISION.

Station and Position.	Rate per Month.
Acampo, agent and telegrapher.....	\$ 90.00
Athlone, agent and telegrapher.....	85.00
Atwater, agent and telegrapher.....	80.00
Berenda, agent and telegrapher.....	85.00
Ceres, agent and telegrapher.....	105.00
Chowchilla, agent and telegrapher.....	100.00
Telegrapher and clerk.....	95.00
Clements, agent and telegrapher.....	80.00
Crows Landing, agent and telegrapher.....	80.00
Dos Palos, agent and telegrapher.....	100.00
Elk Grove, agent and telegrapher.....	90.00
Telegrapher and clerk.....	95.00
Farmington, agent and telegrapher.....	90.00
Firebaugh, agent and telegrapher.....	95.00
Florin, agent and telegrapher.....	70.00
Galt, agent and telegrapher.....	110.00
Second telegrapher and clerk.....	95.00
Third telegrapher and clerk.....	95.00
Gustine, agent and telegrapher.....	95.00
Hickman, agent and telegrapher.....	80.00
Ione, agent and telegrapher.....	140.00
Telegrapher and clerk.....	90.00
Kerman, agent and telegrapher.....	95.00
Second telegrapher and clerk.....	95.00
Third telegrapher and clerk.....	95.00
Lathrop, agent and telegrapher.....	110.00
Second telegrapher and clerk.....	95.00
Third telegrapher and clerk.....	95.00
Livingston, agent and telegrapher.....	90.00
Telegrapher and clerk.....	95.00
Lockeford, agent and telegrapher.....	80.00
Lodi,* agent.....	150.00
First telegrapher and clerk.....	110.00
Second telegrapher and clerk.....	100.00
Third telegrapher and clerk.....	95.00
Los Banos, agent and telegrapher.....	110.00
First telegrapher and clerk.....	95.00
Second telegrapher and clerk.....	95.00
Third telegrapher and clerk.....	95.00
Madera, agent and telegrapher.....	140.00
First telegrapher and clerk.....	100.00
Second telegrapher and clerk.....	95.00
Third telegrapher and clerk.....	95.00
Manteca, agent and telegrapher.....	100.00
Mendota, agent and telegrapher.....	95.00

Station and Position.	Rate per Month.
Merced, agent and telegrapher.....	\$150.00
First telegrapher and clerk.....	110.00
Second telegrapher and clerk.....	95.00
Third telegrapher and clerk.....	95.00
Milton, agent and telegrapher.....	115.00
Modesto, agent and telegrapher.....	150.00
First telegrapher and clerk.....	100.00
Second telegrapher and clerk.....	95.00
Third telegrapher and clerk.....	95.00
Montpellier, agent and telegrapher.....	90.00
Newman, agent and telegrapher.....	110.00
Oakdale, agent and telegrapher.....	145.00
Telegrapher and clerk.....	95.00
Patterson, agent and telegrapher.....	100.00
Peters, agent and telegrapher.....	85.00
Raymond, agent and telegrapher.....	85.00
Ripon, agent and telegrapher.....	85.00
Salida, agent and telegrapher.....	95.00
Stockton (KN), first telegrapher.....	105.00
Second telegrapher.....	105.00
Third telegrapher.....	105.00
(BR), manager.....	130.00
First telegrapher.....	120.00
Second telegrapher.....	120.00
Third telegrapher.....	120.00
Tracy, agent.....	150.00
First telegrapher.....	115.00
Second telegrapher.....	110.00
Third telegrapher.....	110.00
Fourth telegrapher.....	110.00
Turlock, agent.....	150.00
First telegrapher and clerk.....	100.00
Second telegrapher and clerk.....	95.00
Third telegrapher and clerk.....	95.00
Valley Spring, agent and telegrapher.....	115.00
Volta, agent and telegrapher.....	85.00
Wallace, agent and telegrapher.....	80.00
Waterford, agent and telegrapher.....	85.00
Westley, agent and telegrapher.....	90.00

SAN JOAQUIN DIVISION.

Station and Position.	Rate per Month.
Fresno,* agent.....	\$210.00
Manager and first wire chief.....	120.00
Second wire chief.....	115.00
Third wire chief.....	115.00
Telegrapher.....	110.00
Telegrapher.....	110.00
Bakersfield,* agent.....	185.00
Manager and first wire chief.....	135.00
Second wire chief and telegrapher.....	125.00
Third wire chief and telegrapher.....	125.00
Telegrapher.....	120.00
Telegrapher.....	120.00
Telegrapher.....	120.00
Coalinga, agent and telegrapher.....	160.00
Telegrapher and clerk.....	115.00
Exeter, agent and telegrapher.....	105.00
First telegrapher and clerk.....	98.00
Second telegrapher and clerk.....	98.00
Third telegrapher and clerk.....	98.00
Porterville, agent and telegrapher.....	145.00
First telegrapher and clerk.....	105.00
Second telegrapher and clerk.....	100.00
Mojave, agent.....	155.00
First telegrapher.....	120.00
Second telegrapher.....	110.00
Third telegrapher.....	110.00
Fourth telegrapher.....	110.00
Fifth telegrapher.....	110.00
Sixth telegrapher.....	110.00
Owensby, agent and telegrapher.....	100.00

Station and Position.	Rate per Month.
Hanford,* agent and telegrapher.....	\$160.00
First telegrapher and clerk.....	110.00
Second telegrapher and clerk.....	100.00
Waits, agent and telegrapher.....	140.00
Visalia,* agent and telegrapher.....	150.00
Telegrapher and clerk.....	98.00
Selma, agent and telegrapher.....	125.00
First telegrapher and clerk.....	98.00
Second telegrapher and clerk.....	98.00
Third telegrapher and clerk.....	98.00
Clovis, agent and telegrapher.....	110.00
Telegrapher and clerk.....	98.00
Lindsay, agent and telegrapher.....	130.00
Telegrapher and clerk.....	95.00
Lemoore, agent and telegrapher.....	125.00
Telegrapher and clerk.....	100.00
Armona, agent and telegrapher.....	115.00
Telegrapher and clerk.....	95.00
Searles, agent and telegrapher.....	95.00
Sanger, agent and telegrapher.....	115.00
Telegrapher and clerk.....	98.00
Reedley, agent and telegrapher.....	115.00
Telegrapher and clerk.....	98.00
Dinuba, agent and telegrapher.....	115.00
Telegrapher and clerk.....	98.00
Lancaster, agent and telegrapher.....	100.00
First telegrapher and clerk.....	98.00
Second telegrapher and clerk.....	98.00
Third telegrapher and clerk.....	98.00
Strathmore, agent and telegrapher.....	110.00
Tulare, agent and telegrapher.....	130.00
First telegrapher and clerk.....	105.00
Second telegrapher and clerk.....	105.00
Third telegrapher and clerk.....	100.00
Kingsburg, agent and telegrapher.....	95.00
Telegrapher and clerk.....	98.00
McKittrick, agent and telegrapher.....	130.00
Fowler, agent and telegrapher.....	95.00
First telegrapher and clerk.....	98.00
Second telegrapher and clerk.....	98.00
Tehachapi, agent and telegrapher.....	115.00
First telegrapher and clerk.....	103.00
Second telegrapher and clerk.....	103.00
Third telegrapher and clerk.....	103.00
Malaga, agent and telegrapher.....	95.00
Goshen Junction, agent and telegrapher.....	115.00
Second telegrapher and clerk.....	100.00
Third telegrapher and clerk.....	100.00
Farmersville, agent and telegrapher.....	90.00
Tipton, agent and telegrapher.....	90.00
Pixley, agent and telegrapher.....	90.00
Telegrapher and clerk.....	95.00
Earlimart, agent and telegrapher.....	95.00
Delano, agent and telegrapher.....	90.00
Telegrapher and clerk.....	98.00
McFarland, agent and telegrapher.....	90.00
Famoso, agent and telegrapher.....	96.00
Second telegrapher and clerk.....	95.00
Third telegrapher and clerk.....	95.00
Gosford, agent and telegrapher.....	95.00
Buttonwillow, agent and telegrapher.....	90.00
Friant, agent and telegrapher.....	95.00
Springville, agent and telegrapher.....	90.00
Terra Bella, agent and telegrapher.....	95.00
Ducor, agent and telegrapher.....	95.00
Caruthers, agent and telegrapher.....	95.00
Raisin City, agent and telegrapher.....	95.00
Hardwick, agent and telegrapher.....	90.00
Riverdale, agent and telegrapher.....	90.00
Helm, agent and telegrapher.....	95.00
San Joaquin, agent and telegrapher.....	90.00
Tranquility, agent and telegrapher.....	90.00
Stratford, agent and telegrapher.....	95.00
Henrietta, agent and telegrapher.....	95.00

Station and Position.	Rate per Month.
Huron, agent and telegrapher.....	\$ 95.00
Edison, agent and telegrapher.....	100.00
Second telegrapher and clerk.....	98.00
Third telegrapher and clerk.....	98.00
Caliente, agent and telegrapher.....	95.00
Second telegrapher and clerk.....	100.00
Third telegrapher and clerk.....	100.00
Woodford, agent and telegrapher.....	100.00
Second telegrapher and clerk.....	98.00
Third telegrapher and clerk.....	98.00
Rosamond, agent and telegrapher.....	98.00
Telegrapher and clerk.....	98.00
Palmdale, agent and telegrapher.....	100.00
Second telegrapher and clerk.....	98.00
Third telegrapher and clerk.....	98.00
Acton, agent and telegrapher.....	95.00
Ravenna, agent and telegrapher.....	100.00
Second telegrapher and clerk.....	95.00
Third telegrapher and clerk.....	95.00
Lang, agent and telegrapher.....	100.00
Second telegrapher and clerk.....	95.00
Third telegrapher and clerk.....	95.00
Inyokern, agent and telegrapher.....	95.00
Brown, agent and telegrapher.....	95.00
Cartago, agent and telegrapher.....	95.00
Lone Pine, agent and telegrapher.....	95.00
Oil Junction, telegrapher.....	98.00
Sivert, telegrapher.....	98.00
Bena, telegrapher.....	98.00
Bealville, first telegrapher.....	98.00
Second telegrapher.....	98.00
Third telegrapher.....	98.00
Rowen, first telegrapher.....	98.00
Second telegrapher.....	98.00
Third telegrapher.....	98.00
Marcel, first telegrapher.....	98.00
Second telegrapher.....	98.00
Third telegrapher.....	98.00
Proctor, telegrapher.....	98.00
Cameron, telegrapher.....	98.00
Larose, telegrapher.....	98.00
Warren, telegrapher.....	98.00
Fram, telegrapher.....	98.00
Vincent, first telegrapher.....	98.00
Second telegrapher.....	98.00
Third telegrapher.....	98.00

SUNSET RAILWAY.

(Rules and rates of pay effective only during operation of Sunset Railway by Southern Pacific Co.)

Station and Position.	Rate per Month.
Taft, agent.....	\$175.00
Telegrapher and clerk.....	115.00
Fellows, agent and telegrapher.....	145.00
Maricopa, agent and telegrapher.....	133.00
Telegrapher and clerk.....	115.00

LOS ANGELES DIVISION.

Station and Position.	Rate per Month.
Alhambra, agent.....	\$ 85.00
Anaheim, agent and telegrapher.....	130.00
Telegrapher and clerk.....	100.00
Amos, first telegrapher.....	100.00
Second telegrapher.....	100.00
Third telegrapher.....	100.00
Arcadia, agent and telegrapher.....	85.00
Banning, agent and telegrapher.....	125.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Bassett, agent and telegrapher.....	\$5.00	Irwindale, agent.....	\$85.00
Second telegrapher and clerk.....	90.00	Lankershim, agent and telegrapher....	100.00
Third telegrapher and clerk.....	90.00	Lomo Linda, agent.....	75.00
Beaumont, agent.....	110.00	Long Beach, agent and telegrapher....	135.00
First telegrapher.....	105.00	Lordsburg, agent and telegrapher.....	95.00
Second telegrapher.....	105.00	Los Alamitos, agent and telegrapher....	100.00
Third telegrapher.....	105.00	Los Angeles (NG), manager.....	130.00
Bertram, first telegrapher.....	100.00	First telegrapher.....	120.00
Second telegrapher.....	100.00	Second telegrapher.....	120.00
Bloomington, agent and telegrapher..	95.00	Third telegrapher.....	120.00
Second telegrapher and clerk.....	90.00	Los Angeles (WD), telegrapher and clerk.....	105.00
Third telegrapher and clerk.....	90.00	Mecca, agent and telegrapher.....	105.00
Brawley, agent and telegrapher.....	145.00	Second telegrapher and clerk.....	100.00
Telegrapher and ticket clerk.....	105.00	Third telegrapher and clerk.....	100.00
Buena Park, agent and telegrapher....	100.00	Monrovia, agent and telegrapher.....	105.00
Burbank, agent and telegrapher.....	110.00	Montalvo, agent and telegrapher.....	100.00
Second telegrapher and clerk.....	90.00	Moorpark, agent and telegrapher.....	100.00
Third telegrapher and clerk.....	90.00	Newhall, agent and telegrapher.....	100.00
Cabazon, agent and telegrapher.....	105.00	Newport Beach, agent and telegrapher	95.00
Second telegrapher and clerk.....	100.00	Niland, agent.....	140.00
Third telegrapher and clerk.....	100.00	First telegrapher and clerk.....	110.00
Calexico, agent and telegrapher.....	155.00	Second telegrapher and clerk.....	110.00
Telegrapher and clerk.....	105.00	Third telegrapher and clerk.....	110.00
Calipatria, agent and telegrapher.....	100.00	Nordhoff, agent and telegrapher.....	100.00
Camarillo, agent and telegrapher.....	95.00	Norwalk, agent and telegrapher.....	100.00
Carpinterio, agent and telegrapher....	100.00	Ogilby, agent and telegrapher.....	105.00
Telegrapher and clerk.....	90.00	Second telegrapher and clerk.....	100.00
Charter Oak, agent.....	85.00	Third telegrapher and clerk.....	100.00
Chatsworth, agent and telegrapher....	95.00	Ontario, agent and telegrapher.....	145.00
Second telegrapher and clerk.....	90.00	First telegrapher and cashier.....	105.00
Third telegrapher and clerk.....	90.00	Second telegrapher and clerk.....	100.00
Chino, agent and telegrapher.....	125.00	Third telegrapher and clerk.....	100.00
Coachella, agent and telegrapher.....	100.00	Owensmouth, agent and telegrapher....	100.00
Colton, agent and telegrapher.....	160.00	Oxnard, agent and telegrapher.....	145.00
First telegrapher.....	110.00	First telegrapher and clerk.....	105.00
Second telegrapher.....	110.00	Second telegrapher and clerk.....	100.00
Third telegrapher.....	110.00	Third telegrapher and clerk.....	100.00
Fourth telegrapher.....	110.00	Palm Springs, agent and telegrapher..	105.00
Fifth telegrapher.....	110.00	Second telegrapher.....	100.00
Compton, agent and telegrapher.....	95.00	Third telegrapher.....	100.00
Covina, agent and telegrapher.....	125.00	Pasadena,* agent.....	145.00
Telegrapher and clerk.....	100.00	Piru, agent and telegrapher.....	95.00
Crafton, agent.....	85.00	Pomona,* agent and telegrapher.....	145.00
Declez, agent and telegrapher.....	95.00	First telegrapher and cashier.....	105.00
Downey,* agent and telegrapher.....	95.00	Second telegrapher and clerk.....	100.00
Duarte, agent and telegrapher.....	90.00	Third telegrapher and clerk.....	100.00
El Casco, agent and telegrapher.....	100.00	Puente, agent and telegrapher.....	100.00
Second telegrapher and clerk.....	95.00	Redlands,* agent and telegrapher.....	150.00
Third telegrapher and clerk.....	95.00	Telegrapher and clerk.....	105.00
El Centro, agent.....	155.00	Redlands Junction, agent and teleg....	105.00
Telegrapher and clerk.....	105.00	Second telegrapher and clerk.....	90.00
El Monte, agent and telegrapher.....	105.00	Third telegrapher and clerk.....	90.00
Edom, agent and telegrapher.....	105.00	Riverside,* agent and telegrapher....	155.00
Second telegrapher.....	100.00	Telegrapher and clerk.....	90.00
Third telegrapher.....	100.00	River Station, ticket agent and teleg.	115.00
Fillmore, agent and telegrapher.....	105.00	Second telegrapher and clerk.....	115.00
Telegrapher and clerk.....	100.00	Third telegrapher and clerk.....	115.00
Florence, agent and telegrapher.....	100.00	Salton, agent and telegrapher.....	105.00
Glamis, agent and telegrapher.....	105.00	Telegrapher.....	100.00
Second telegrapher and clerk.....	100.00	San Bernardino, agent.....	145.00
Third telegrapher and clerk.....	100.00	Telegrapher and clerk.....	105.00
Guasti, agent and telegrapher.....	100.00	San Dimas, agent.....	85.00
Heber, agent.....	90.00	San Fernando, agent and telegrapher..	125.00
Highgrove, agent and telegrapher....	100.00	First telegrapher and clerk.....	100.00
Imperial, agent and telegrapher.....	140.00	Second telegrapher and clerk.....	100.00
Telegrapher and clerk.....	105.00	Third telegrapher and clerk.....	100.00
Indio, agent.....	125.00	San Gabriel, agent and telegrapher....	90.00
First telegrapher.....	120.00	San Pedro,* agent.....	175.00
Second telegrapher.....	120.00	First telegrapher and clerk.....	100.00
Third telegrapher.....	120.00	Second telegrapher and clerk.....	90.00
Fourth telegrapher.....	120.00	Santa Ana,* agent and telegrapher....	145.00
Fifth telegrapher.....	120.00	Telegrapher and clerk.....	105.00
Iris, telegrapher.....	100.00		

Station and Position.	Rate per Month.
Santa Barbara, agent.....	\$160.00
First telegrapher and clerk.....	110.00
Second telegrapher and clerk.....	110.00
Third telegrapher and clerk.....	110.00
Santa Paula, agent and telegrapher...	125.00
Telegrapher and clerk.....	100.00
Santa Susana, agent and telegrapher.	95.00
Saticoy, agent and telegrapher.....	100.00
Saugus, agent and telegrapher.....	110.00
First telegrapher.....	110.00
Second telegrapher.....	110.00
Third telegrapher.....	110.00
Simi, agent.....	80.00
Seeley, agent.....	95.00
Shorb, agent and telegrapher.....	105.00
First telegrapher and clerk.....	90.00
Second telegrapher and clerk.....	90.00
Third telegrapher and clerk.....	90.00
Somis, agent and telegrapher.....	95.00
Telegrapher and clerk.....	90.00
Strathearn, telegrapher.....	90.00
Summerland, agent and telegrapher...	100.00
Thermal, agent and telegrapher.....	100.00
Tropico, agent and telegrapher.....	100.00
Tustin, agent.....	85.00
Van Nuys, agent and telegrapher.....	110.00
Ventura, agent and telegrapher.....	135.00
First telegrapher and cashier.....	105.00
Second telegrapher and clerk.....	90.00
Third telegrapher and clerk.....	90.00
Villa Park, agent.....	85.00
Walnut, agent and telegrapher.....	100.00
Telegrapher and clerk.....	90.00
West Anaheim, agent and telegrapher	100.00
Whitewater, agent and telegrapher...	105.00
Whittier, agent and telegrapher.....	110.00
Wilmington, agent and telegrapher...	110.00
Wister, telegrapher.....	100.00
Zelzah, agent and telegrapher.....	95.00

TUCSON DIVISION.

Station and Position.	Rate per Month.
Aden, agent and telegrapher.....	\$100.00
Second telegrapher.....	96.00
Third telegrapher.....	96.00
Afton, telegrapher.....	96.00
Amado, agent and telegrapher.....	105.00
Araby, first telegrapher.....	100.00
Second telegrapher.....	100.00
Third telegrapher.....	100.00
Aztec, agent and telegrapher.....	109.00
Second telegrapher.....	100.00
Third telegrapher.....	100.00
Behson, agent.....	160.00
First telegrapher and cashier.....	105.00
Second telegrapher and clerk.....	105.00
Third telegrapher and clerk.....	105.00
Bosque, first telegrapher.....	100.00
Second telegrapher.....	100.00
Third telegrapher.....	100.00
Bowie, agent.....	165.00
First telegrapher and clerk.....	105.00
Second telegrapher and clerk.....	105.00
Third telegrapher and clerk.....	105.00
Cambray, agent and telegrapher.....	105.00
Second telegrapher.....	96.00
Third telegrapher.....	96.00
Casa Grande, agent and telegrapher..	120.00
Second telegrapher and clerk.....	110.00
Third telegrapher and clerk.....	105.00
Cochise, agent and telegrapher.....	130.00

Station and Position.	Rate per Month.
Deming,* agent.....	\$175.00
First telegrapher and clerk.....	105.00
Second telegrapher and clerk.....	105.00
Third telegrapher and clerk.....	105.00
Dome, agent and telegrapher.....	109.00
Second telegrapher.....	100.00
Third telegrapher.....	100.00
Dragoon, agent.....	110.00
First telegrapher and clerk.....	100.00
Second telegrapher and clerk.....	100.00
Third telegrapher and clerk.....	100.00
Enid, telegrapher.....	100.00
Esmond, first telegrapher.....	96.00
Second telegrapher.....	96.00
Third telegrapher.....	96.00
Estrella, agent and telegrapher.....	105.00
Second telegrapher.....	100.00
Third telegrapher.....	100.00
Fairbanks, agent and telegrapher...	120.00
Gage, agent and telegrapher.....	105.00
Second telegrapher.....	96.00
Third telegrapher.....	96.00
Gila, agent.....	135.00
First telegrapher and clerk.....	115.00
Second telegrapher and clerk.....	112.00
Third telegrapher and clerk.....	112.00
Fourth telegrapher and clerk.....	112.00
Fifth telegrapher and clerk.....	112.00
Sixth telegrapher.....	112.00
Huachuca, agent and telegrapher.....	110.00
Jaynes, first telegrapher.....	100.00
Second telegrapher.....	100.00
Third telegrapher.....	100.00
Lanark, agent and telegrapher.....	105.00
Lordsburg, agent.....	165.00
First telegrapher.....	115.00
Second telegrapher.....	112.00
Third telegrapher.....	112.00
Fourth telegrapher.....	112.00
Fifth telegrapher.....	112.00
Sixth telegrapher.....	112.00
Maricopa, agent.....	150.00
First telegrapher and clerk.....	105.00
Second telegrapher and clerk.....	105.00
Third telegrapher and clerk.....	105.00
Fourth telegrapher and clerk.....	105.00
Mescal, agent.....	100.00
Second telegrapher.....	96.00
Third telegrapher.....	96.00
Mohawk, agent and telegrapher.....	109.00
Second telegrapher.....	100.00
Third telegrapher.....	100.00
Myndus, agent and telegrapher.....	100.00
Pantano, agent and telegrapher.....	100.00
Patagonia, agent and telegrapher.....	110.00
Picacho, agent and telegrapher.....	105.00
Second telegrapher.....	100.00
Third telegrapher.....	100.00
Piedra, first telegrapher.....	100.00
Second telegrapher.....	100.00
Third telegrapher.....	100.00
Raso, telegrapher.....	96.00
Red Rock, agent.....	120.00
First telegrapher and clerk.....	100.00
Second telegrapher and clerk.....	100.00
Third telegrapher and clerk.....	100.00
Rillito, agent and telegrapher.....	105.00
Second telegrapher.....	100.00
Third telegrapher.....	100.00
Sahuarita, agent and telegrapher....	105.00
San Simon, agent and telegrapher...	106.00
Second telegrapher.....	96.00
Third telegrapher.....	96.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Sentinel, agent and telegrapher.....	\$109.00	Dallas, agent and telegrapher.....	\$120.00
Second telegrapher	100.00	Telegrapher and clerk.....	88.00
Third telegrapher	100.00	Detroit, agent and telegrapher.....	80.00
Separ, agent and telegrapher.....	100.00	Divide, telegrapher	85.00
Second telegrapher	96.00	Dillard, agent and telegrapher.....	80.00
Third telegrapher	96.00	Dole, telegrapher	85.00
Sibyl, telegrapher	96.00	Drain, agent and telegrapher.....	90.00
Steins, agent and telegrapher.....	106.00	Second telegrapher and clerk.....	85.00
Second telegrapher	96.00	Third telegrapher and clerk.....	85.00
Third telegrapher	96.00	Enright, agent and telegrapher.....	80.00
Strauss, agent and telegrapher.....	105.00	Eugene,* agent	150.00
Second telegrapher	96.00	First telegrapher and clerk.....	98.00
Third telegrapher	96.00	Second telegrapher and clerk.....	98.00
Tucson (UN), manager and 1st wire chief	140.00	Third telegrapher and clerk.....	98.00
Second wire chief and telegrapher	130.00	Falls City, agent and telegrapher.....	85.00
Third wire chief and telegrapher.....	130.00	Forest Grove, agent and telegrapher..	95.00
Telegraphers	125.00	Telegrapher and clerk.....	85.00
Vail, agent and telegrapher.....	105.00	Gaston, agent and telegrapher.....	80.00
Wellton, agent and telegrapher.....	109.00	Gervais, agent and telegrapher.....	90.00
Second telegrapher	100.00	Glendale, agent and telegrapher.....	95.00
Third telegrapher	100.00	First telegrapher and clerk.....	85.00
Willcox, agent	145.00	Second telegrapher and clerk.....	85.00
First telegrapher and clerk.....	110.00	Third telegrapher and clerk.....	85.00
Second telegrapher and clerk.....	105.00	Gold Hill, agent and telegrapher.....	85.00
Third telegrapher and clerk.....	105.00	Second telegrapher and clerk.....	85.00
Yuma, agent	175.00	Third telegrapher and clerk.....	85.00
Yuma (BY), first telegrapher.....	125.00	Grants Pass, agent.....	150.00
Second telegrapher	120.00	First telegrapher and clerk.....	100.00
Third telegrapher	120.00	Second telegrapher and clerk.....	98.00
Fourth telegrapher	120.00	Third telegrapher and clerk.....	98.00
Fifth telegrapher	120.00	Halsey, agent and telegrapher.....	90.00
Sixth telegrapher	120.00	Telegrapher and clerk.....	85.00

PORTLAND DIVISION.

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Albany,* agent	\$150.00	Hubbard, agent and telegrapher.....	85.00
First telegrapher and clerk.....	98.00	Hugo, telegrapher	85.00
Second telegrapher and clerk.....	98.00	Independence, agent and telegrapher..	95.00
Third telegrapher and clerk.....	98.00	Jefferson, agent and telegrapher.....	85.00
Alpine, agent and telegrapher.....	80.00	Junction City, agent.....	110.00
Aurora, agent and telegrapher.....	80.00	First telegrapher	98.00
Banks, agent and telegrapher.....	80.00	Second telegrapher	98.00
Bay City, agent and telegrapher.* ..	85.00	Third telegrapher	98.00
Beaverton, agent and telegrapher.....	90.00	Lafayette, agent and telegrapher.....	80.00
Second telegrapher and clerk.....	82.50	Lebanon, agent and telegrapher.....	90.00
Third telegrapher and clerk.....	82.50	Leland, agent and telegrapher.....	85.00
Black Rock, agent and telegrapher...	80.00	Lowell, agent and telegrapher.....	80.00
Brooklyn, ticket agent and telegrapher	95.00	Marcola, agent and telegrapher.....	80.00
Second telegrapher	95.00	Marion, agent and telegrapher.....	85.00
Third telegrapher	95.00	Telegrapher and clerk.....	85.00
Brownsville, agent and telegrapher...	90.00	Marshfield, agent	135.00
Buxton, agent and telegrapher.....	80.00	McMinnville, agent and telegrapher..	115.00
Canby, agent and telegrapher.....	90.00	Second telegrapher and clerk.....	88.00
Telegrapher and clerk.....	85.00	Third telegrapher and clerk.....	88.00
Carlton, agent and telegrapher.....	90.00	Medford, agent	150.00
Central Point, agent and telegrapher..	90.00	First telegrapher and clerk.....	98.00
Coburg, agent and telegrapher.....	90.00	Second telegrapher and clerk.....	98.00
Cochran, agent and telegrapher.....	85.00	Third telegrapher and clerk.....	98.00
Telegrapher and clerk.....	80.00	Merlin, agent and telegrapher.....	80.00
Comstock, agent and telegrapher.....	85.00	Mill City, agent and telegrapher.....	90.00
Coquille, agent and telegrapher.....	85.00	Molalla, agent and telegrapher.....	85.00
Telegrapher and clerk.....	80.00	Monmouth, agent and telegrapher.....	80.00
Corvallis, agent and telegrapher.....	140.00	Monroe, agent and telegrapher.....	85.00
Telegrapher and clerk.....	90.00	Mt. Angel, agent and telegrapher.....	85.00
Cottage Grove, agent and telegrapher	120.00	Myrtle Creek, agent and telegrapher..	90.00
Second telegrapher and clerk.....	85.00	Myrtle Point, agent and telegrapher..	85.00
Third telegrapher and clerk.....	85.00	Newberg, agent and telegrapher.....	95.00
Creswell, agent and telegrapher.....	85.00	Telegrapher and clerk.....	85.00
Telegrapher and clerk.....	85.00	North Bend, agent and telegrapher..	120.00
Cushman, agent and telegrapher.....	80.00		

Station and Position.	Rate Per Month.
Noti, agent and telegrapher.....	\$ 85.00
Oakland, agent and telegrapher.....	95.00
Second telegrapher and clerk....	85.00
Third telegrapher and clerk.....	85.00
Oakridge, agent and telegrapher....	80.00
Oregon City, agent and telegrapher..	105.00
First telegrapher and clerk.....	85.00
Second telegrapher and clerk.....	85.00
Third telegrapher and clerk.....	85.00
Oswego, agent and telegrapher.....	90.00
Second telegrapher and clerk.....	85.00
Third telegrapher and clerk.....	85.00
Philomath, agent and telegrapher....	80.00
Portland (KC), first telegrapher....	120.00
Second telegrapher.....	115.00
Third telegrapher.....	115.00
Fourth telegrapher.....	115.00
Portland, agent and telegrapher.....	115.00
(Jefferson St.), teleg. and clerk..	95.00
Pollard, telegrapher.....	85.00
Powers, agent and telegrapher.....	90.00
Reedsport, agent and telegrapher....	80.00
Riddle, agent and telegrapher.....	90.00
Second telegrapher and clerk.....	85.00
Third telegrapher and clerk.....	85.00
Rockaway, agent and telegrapher....	80.00
Roseburg, agent.....	150.00
(Z), first telegrapher.....	115.00
Second telegrapher.....	115.00
Third telegrapher.....	115.00
Salem, ticket agent and telegrapher..	110.00
Second telegrapher and clerk.....	98.00
Third telegrapher and clerk.....	98.00
Shedd, agent and telegrapher.....	80.00
Sheridan, agent and telegrapher.....	85.00
Sherwood, agent and telegrapher....	85.00
Silverton, agent and telegrapher....	90.00
Telegrapher and clerk.....	85.00
Springfield, agent and telegrapher....	98.00
Telegrapher and clerk.....	85.00
Summit, agent and telegrapher.....	80.00
Sutherlin, agent and telegrapher....	85.00
Tillamook, agent and telegrapher....	120.00
Telegrapher and clerk.....	85.00
Timber, agent and telegrapher.....	90.00
Second telegrapher and clerk.....	85.00
Third telegrapher and clerk.....	85.00
Toledo, agent and telegrapher.....	85.00
Turner, agent and telegrapher.....	85.00
Wendling, agent and telegrapher.....	85.00
West Fork, agent and telegrapher....	85.00
Second telegrapher and clerk.....	85.00
Third telegrapher and clerk.....	85.00
West Scio, agent and telegrapher....	80.00
Wheeler, agent and telegrapher.....	85.00
Second telegrapher and clerk.....	85.00
Third telegrapher and clerk.....	85.00
Whiteson, agent and telegrapher....	80.00
Willamina, agent and telegrapher....	90.00
Wolf Creek, agent and telegrapher....	80.00
Woodburn, agent.....	120.00
First telegrapher and clerk.....	95.00
Second telegrapher and clerk.....	92.00
Third telegrapher and clerk.....	92.00
Yaquina, agent and telegrapher.....	80.00
Yoncalla, agent and telegrapher....	85.00

SHASTA DIVISION.

Station and Position.	Rate per Month.
Ager, agent and telegrapher.....	\$ 90.00
Anderson, agent and telegrapher....	115.00

Station and Position.	Rate Per Month.
Ashland, agent.....	\$140.00
First telegrapher.....	120.00
Second telegrapher.....	115.00
Third telegrapher.....	115.00
Fourth telegrapher.....	115.00
Bray, agent and telegrapher.....	95.00
Castella, agent and telegrapher.....	95.00
Chiloquin, agent and telegrapher....	95.00
Coram, agent and telegrapher.....	95.00
Cottonwood, agent and telegrapher..	95.00
Second telegrapher and clerk....	88.00
Third telegrapher and clerk.....	88.00
Delta, agent and telegrapher.....	90.00
Dorris, agent and telegrapher.....	95.00
Dunsmuir, agent.....	130.00
(DR), mgr. and first wire chief..	125.00
Second wire chief and telegrapher	120.00
Third wire chief and telegrapher	120.00
Fourth telegrapher.....	120.00
Edgewood, agent and telegrapher....	95.00
Second telegrapher and clerk.....	88.00
Third telegrapher and clerk.....	88.00
Gazelle, agent and telegrapher.....	95.00
Gerber, agent.....	140.00
First telegrapher.....	110.00
Second telegrapher.....	110.00
Third telegrapher.....	110.00
Fourth telegrapher.....	110.00
Grass Lake, telegrapher.....	88.00
Hilt, agent and telegrapher.....	95.00
Telegrapher and clerk.....	88.00
Hornbrook, agent and telegrapher....	120.00
First telegrapher and clerk.....	97.00
Second telegrapher and clerk....	95.00
Third telegrapher and clerk.....	95.00
Kennet, agent and telegrapher.....	130.00
First telegrapher and clerk.....	95.00
Second telegrapher and clerk.....	95.00
Third telegrapher and clerk.....	95.00
Keswick, agent and telegrapher.....	105.00
Klamath Falls, agent.....	150.00
Telegrapher and clerk.....	95.00
Lamoine, agent and telegrapher.....	95.00
Maddoe, agent and telegrapher.....	90.00
Mt. Hebron, agent and telegrapher..	90.00
Montague, agent and telegrapher....	125.00
First telegrapher and clerk.....	100.00
Second telegrapher and clerk....	95.00
Third telegrapher and clerk.....	95.00
Pitt, agent and telegrapher.....	95.00
Red Bluff, agent.....	140.00
First telegrapher and clerk.....	105.00
Second telegrapher and clerk....	105.00
Third telegrapher and clerk.....	105.00
Redding, agent.....	150.00
First telegrapher and clerk.....	105.00
Second telegrapher and clerk....	105.00
Third telegrapher and clerk.....	105.00
Shasta Springs, agent and telegrapher	90.00
Sims, telegrapher.....	88.00
Siskiyou, agent and telegrapher....	95.00
Second telegrapher.....	88.00
Third telegrapher.....	88.00
Sisson, agent.....	140.00
First telegrapher and clerk.....	100.00
Second telegrapher and clerk....	95.00
Third telegrapher and clerk.....	95.00
Smithson, telegrapher.....	88.00
Steinman, telegrapher.....	88.00
Weed, agent.....	140.00
First telegrapher and clerk.....	100.00
Second telegrapher and clerk....	95.00
Third telegrapher and clerk.....	95.00

SACRAMENTO DIVISION.

Station and Position.	Rate Per Month.	Station and Position.	Rate Per Month.
Andover, first telegrapher.....	\$100.00	Lincoln, agent and telegrapher.....	\$120.00
Second telegrapher.....	100.00	Second telegrapher and clerk....	95.00
Third telegrapher.....	100.00	Third telegrapher and clerk.....	95.00
Arbuckle, agent and telegrapher.....	85.00	Live Oak, agent and telegrapher.....	95.00
Auburn, agent and telegrapher.....	145.00	Loomis, agent and telegrapher.....	115.00
Telegrapher.....	100.00	Los Molinos, agent and telegrapher..	75.00
Biggs, agent and telegrapher.....	100.00	Magalia, agent.....	85.00
Blue Canon, agent.....	130.00	Marysville,* agent.....	165.00
First telegrapher.....	105.00	First telegrapher and clerk.....	105.00
Second telegrapher.....	105.00	Second telegrapher and clerk....	105.00
Third telegrapher.....	105.00	Third telegrapher and clerk.....	105.00
Blue Canon Jct., first staff O. & Sw. T.	85.00	Maxwell, agent and telegrapher.....	90.00
Second staff O. & Sw. T.....	85.00	Midas, first telegrapher.....	95.00
Third staff O. & Sw. T.....	85.00	Second telegrapher.....	95.00
Boca, agent and telegrapher.....	115.00	Third telegrapher.....	95.00
Brighton, agent and telegrapher....	100.00	Mystic, telegrapher.....	95.00
Second telegrapher and clerk....	100.00	Newcastle, agent and telegrapher....	140.00
Third telegrapher and clerk.....	100.00	Second telegrapher and clerk....	100.00
Champion, first staff operator.....	67.00	Third telegrapher and clerk.....	100.00
Second staff operator.....	67.00	Orland, agent and telegrapher.....	120.00
Third staff operator.....	67.00	Telegrapher and clerk.....	100.00
Chico,* agent.....	160.00	Oroville, agent and telegrapher.....	135.00
First telegrapher and clerk.....	105.00	Paradise, agent.....	85.00
Second telegrapher and clerk.....	105.00	Palermo, agent.....	85.00
Third telegrapher and clerk.....	105.00	Penryn, agent and telegrapher.....	95.00
Colfax, agent.....	150.00	Placerville, agent and telegrapher....	135.00
First telegrapher and clerk.....	110.00	Reno,* agent.....	175.00
Second telegrapher and clerk.....	110.00	Telegrapher.....	110.00
Third telegrapher and clerk.....	110.00	Rocklin, agent and telegrapher.....	110.00
Corning, agent and telegrapher.....	120.00	Roseville, agent.....	140.00
Crystal Lake, first staff operator....	67.00	Manager and first telegrapher....	120.00
Second staff operator.....	67.00	Second telegrapher.....	115.00
Third staff operator.....	67.00	Third telegrapher.....	115.00
Cisco, agent and telegrapher.....	105.00	Fourth telegrapher.....	115.00
Second telegrapher and clerk....	100.00	Fifth telegrapher.....	115.00
Third telegrapher and clerk.....	100.00	Smart, agent and telegrapher.....	100.00
Clipper Gap, agent and telegrapher..	95.00	Second telegrapher and clerk....	100.00
Diamond Springs, agent and teleg..	90.00	Third telegrapher and clerk.....	100.00
Dunnigan, agent and telegrapher....	95.00	Soda Springs, agent and first staff opr.	75.00
Durham, agent and telegrapher.....	95.00	Second staff operator.....	67.00
Dutch Flat, agent and telegrapher....	90.00	Third staff operator.....	67.00
Eder, first staff operator.....	67.00	Spruce, first staff operator.....	67.00
Second staff operator.....	67.00	Second staff operator.....	67.00
Third staff operator.....	67.00	Third staff operator.....	67.00
El Dorado, agent.....	85.00	Stirling City, agent and telegrapher..	85.00
Emigrant Gap, agent and telegrapher	100.00	Summit, agent and telegrapher.....	105.00
Second staff operator.....	67.00	Second telegrapher and clerk.....	105.00
Third staff operator.....	67.00	Third telegrapher and clerk.....	105.00
Fair Oaks, agent and telegrapher....	90.00	Shingle Springs, agent.....	85.00
Floriston, agent and telegrapher.....	100.00	Sacramento (H), mgr. and first W. C.	140.00
Folsom, agent and telegrapher.....	110.00	Second wife chief and telegrapher	130.00
Fulda, first staff operator.....	67.00	Third wire chief and telegrapher	130.00
Second staff operator.....	67.00	Telegraphers.....	125.00
Third staff operator.....	67.00	Tamarack, first staff operator.....	67.00
Fruto, agent and telegrapher.....	70.00	Second staff operator.....	67.00
Germantown, agent and telegrapher....	95.00	Third staff operator.....	67.00
Gold Run, agent and telegrapher....	100.00	Tehama, agent and telegrapher.....	95.00
Second telegrapher and clerk.....	95.00	Towle, agent and telegrapher.....	95.00
Third telegrapher and clerk.....	95.00	Truckee, agent.....	140.00
Gridley, agent and telegrapher.....	100.00	First telegrapher and clerk.....	110.00
First telegrapher and clerk.....	95.00	Second telegrapher and clerk....	110.00
Second telegrapher and clerk.....	95.00	Third telegrapher and clerk.....	110.00
Third telegrapher and clerk.....	95.00	Troy, first telegrapher.....	100.00
Hamilton, agent and telegrapher.....	95.00	Second telegrapher.....	100.00
Honcut, agent.....	85.00	Third telegrapher.....	100.00
Hood, agent.....	85.00	Verdi, agent and telegrapher.....	100.00
Knights Landing, agent and teleg....	90.00	Vina, agent and telegrapher.....	95.00
Lake View, first staff operator.....	67.00	Walnut Grove, agent and telegrapher.	100.00
Second staff operator.....	67.00	Wheatland, agent and telegrapher....	95.00
Third staff operator.....	67.00	Williams, agent.....	110.00
Latrobe, agent and telegrapher.....	95.00	Willows, agent.....	140.00
		First telegrapher and clerk.....	100.00
		Second telegrapher and clerk.....	100.00
		Third telegrapher and clerk.....	100.00

Station and Position.	Rate per Month.
Woodland, agent.....	\$140.00
Second telegrapher and clerk.....	100.00
Third telegrapher and clerk.....	100.00
Yolo, agent and telegrapher.....	95.00
Yuba City, agent and telegrapher.....	90.00
Yuba Pass, first staff operator.....	67.00
Second staff operator.....	67.00
Third staff operator.....	67.00
Zamora, agent and telegrapher.....	90.00

WESTERN DIVISION.

Station and Position.	Rate per Month.
Alviso, agent and telegrapher.....	\$ 85.00
Agnew, agent and telegrapher.....	85.00
Russell, agent.....	75.00
Telegrapher.....	90.00
Remount, telegrapher.....	90.00
Mt. Eden, agent and telegrapher.....	80.00
Altavado, agent and telegrapher.....	95.00
Telegrapher and clerk.....	90.00
Martinez, agent and telegrapher.....	130.00
First telegrapher and clerk.....	95.00
Second telegrapher and clerk.....	95.00
Avon, agent and telegrapher.....	90.00
Turn bridge.....	10.00
Bay Point, agent and telegrapher.....	120.00
Telegrapher and clerk.....	95.00
Pittsburg, agent and telegrapher.....	120.00
First telegrapher and clerk.....	95.00
Second telegrapher and clerk.....	95.00
Third telegrapher and clerk.....	95.00
Antioch, agent and telegrapher.....	95.00
Brentwood, agent and telegrapher.....	85.00
Byron, agent and telegrapher.....	85.00
Bethany, agent and telegrapher.....	85.00
Benicia, agent and telegrapher.....	130.00
First telegrapher and clerk.....	100.00
Second telegrapher and clerk.....	100.00
Third telegrapher and clerk.....	100.00
Suisin-Fairfield, agent and telegrapher.....	140.00
First telegrapher and clerk.....	100.00
Second telegrapher and clerk.....	100.00
Third telegrapher and clerk.....	100.00
Elmira, agent and telegrapher.....	105.00
Dixon, agent and telegrapher.....	110.00
First telegrapher and clerk.....	95.00
Second telegrapher and clerk.....	95.00
Davis, agent and telegrapher.....	135.00
First telegrapher and towerman.....	110.00
Second telegrapher and towerman.....	110.00
Third telegrapher and towerman.....	110.00
Cordella, agent and telegrapher.....	85.00
Napa Junction, agent and telegrapher.....	95.00
South Vallejo, agent and telegrapher.....	120.00
Telegrapher and clerk.....	95.00
Napa,* agent and telegrapher.....	145.00
Telegrapher and clerk.....	95.00
Yountville, agent and telegrapher.....	85.00
Oakville, agent and telegrapher.....	85.00
Oakland Pier, telegraphers.....	120.00
One telephone message operator.....	80.00
West Oakland, first teleg. and clerk.....	110.00
Second telegrapher and clerk.....	100.00
Third telegrapher and clerk.....	100.00
Elmhurst, agent and telegrapher.....	100.00
Second telegrapher and clerk.....	95.00
Third telegrapher and clerk.....	95.00
San Leandro, agent and telegrapher.....	120.00
Telegrapher and clerk.....	90.00
Telegrapher and clerk.....	90.00
Lorenzo, agent and telegrapher.....	85.00
Hayward, agent and telegrapher.....	130.00
Telegrapher and clerk.....	95.00

Station and Position.	Rate per Month.
Decoto, agent and telegrapher.....	\$ 90.00
Niles, agent.....	130.00
First telegrapher and clerk.....	100.00
Second telegrapher and clerk.....	100.00
Third telegrapher and clerk.....	100.00
Milpitas, agent and telegrapher.....	85.00
Sunol, agent and telegrapher.....	85.00
Pleasanton, agent and telegrapher.....	110.00
Telegrapher and clerk.....	95.00
Livermore, agent and telegrapher.....	130.00
First telegrapher and clerk.....	100.00
Second telegrapher and clerk.....	100.00
Third telegrapher and clerk.....	95.00
Altamont, agent and telegrapher.....	95.00
Second telegrapher.....	90.00
Third telegrapher.....	90.00
Steger, agent.....	105.00
Richmond,* agent.....	160.00
Telegrapher and clerk.....	95.00
San Pablo, agent and telegrapher.....	95.00
Pinole, agent.....	90.00
Vallejo Junction, agent and teleg.....	95.00
Crocket, agent and telegrapher.....	115.00
Port Costa, agent.....	155.00
First telegrapher.....	110.00
Second telegrapher.....	105.00
Third telegrapher.....	105.00
Newark, agent and telegrapher.....	95.00
Second telegrapher and clerk.....	90.00
Third telegrapher and clerk.....	90.00
Rutherford, agent and telegrapher.....	85.00
Calistoga, agent and telegrapher.....	125.00
Vacaville, agent and telegrapher.....	125.00
Telegrapher and clerk.....	95.00
Winters, agent.....	125.00
Telegrapher and clerk.....	95.00
Esparto, agent and telegrapher.....	85.00
Guinda, agent and telegrapher.....	85.00
Concord, agent and telegrapher.....	100.00
Walnut Creek, agent and telegrapher.....	90.00
Danville, agent and telegrapher.....	90.00
Elverano, agent and telegrapher.....	85.00
Kenwood, agent and telegrapher.....	85.00
Santa Rosa,* agent and telegrapher.....	145.00
Telegrapher and clerk.....	95.00
Telegrapher and clerk.....	95.00

SALT LAKE DIVISION.

Station and Position.	Rate per Month.
Ogden, mgr., 1st W. C., teleg. mech.....	\$140.00
Second wire chief.....	130.00
Third wire chief.....	130.00
Telegraphers.....	125.00
West Weber, agent and telegrapher.....	105.00
Promontory Point, agent and teleg.....	100.00
Second telegrapher.....	95.00
Third telegrapher.....	95.00
Midlake, first telegrapher.....	95.00
Second telegrapher.....	95.00
Lakeside, agent and telegrapher.....	100.00
Second telegrapher.....	95.00
Third telegrapher.....	95.00
Lemay, agent and telegrapher.....	100.00
Second telegrapher.....	95.00
Third telegrapher.....	95.00
Lucin Junction, agent and telegrapher.....	100.00
Second telegrapher.....	95.00
Third telegrapher.....	95.00
Tecoma, agent and telegrapher.....	100.00
Montello, agent and telegrapher.....	125.00
First telegrapher.....	115.00
Second telegrapher.....	115.00
Third telegrapher.....	115.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Loray, first telegrapher.....	\$ 95.00	Hazen, agent.....	\$125.00
Second telegrapher.....	95.00	First telegrapher and clerk.....	105.00
Third telegrapher.....	95.00	Second telegrapher and clerk.....	105.00
Cobre, agent and telegrapher.....	140.00	Third telegrapher and clerk.....	105.00
Second telegrapher and clerk.....	100.00	Fernley, agent and telegrapher.....	115.00
Third telegrapher and clerk.....	100.00	Second telegrapher and clerk.....	105.00
Fenelon, first telegrapher.....	95.00	Third telegrapher and clerk.....	105.00
Second telegrapher.....	95.00	Clark, first telegrapher.....	95.00
Moor, first telegrapher.....	95.00	Second telegrapher.....	95.00
Second telegrapher.....	95.00	Third telegrapher.....	95.00
Third telegrapher.....	95.00	Sparks, manager.....	130.00
Wells, agent and telegrapher.....	110.00	First telegrapher.....	125.00
First telegrapher and clerk.....	105.00	Second telegrapher.....	125.00
Second telegrapher and clerk.....	105.00	Third telegrapher.....	125.00
Third telegrapher and clerk.....	105.00	Fourth telegrapher.....	125.00
Deeth, agent and telegrapher.....	105.00	Fifth telegrapher.....	125.00
Second telegrapher and clerk.....	95.00	Corinne, agent and telegrapher.....	100.00
Third telegrapher.....	95.00	Kelton, agent and telegrapher.....	100.00
Halleck, agent and telegrapher.....	105.00	Fallon, agent and telegrapher.....	130.00
Second telegrapher and clerk.....	95.00	Wadsworth, agent and telegrapher..	105.00
Third telegrapher and clerk.....	95.00	Wendel, agent and telegrapher.....	130.00
Elko,* agent.....	150.00	Litchfield, agent and telegrapher.....	100.00
First telegrapher and clerk.....	105.00	Susanville, agent and telegrapher....	120.00
Second telegrapher and clerk.....	105.00	Westwood, agent and telegrapher....	120.00
Third telegrapher and clerk.....	105.00	Mound House, agent and telegrapher..	115.00
Carlin, agent.....	125.00	Dayton, agent and telegrapher.....	100.00
First telegrapher.....	115.00	Churchill, agent and telegrapher.....	100.00
Second telegrapher.....	115.00	Wabuska, agent and telegrapher.....	130.00
Third telegrapher.....	115.00	Schurz, agent and telegrapher.....	100.00
Fourth telegrapher.....	115.00	Thorne, agent and telegrapher.....	100.00
Fifth telegrapher.....	115.00	Luning, agent and telegrapher.....	105.00
Palisade, agent and telegrapher.....	105.00	Mina, agent and telegrapher.....	135.00
Second telegrapher and clerk.....	100.00	Telegrapher and clerk.....	105.00
Third telegrapher and clerk.....	100.00	Mt. Montgomery, agent and teleg....	100.00
Beowawe, agent and telegrapher.....	105.00	Benton, agent and telegrapher.....	100.00
Second telegrapher and clerk.....	100.00	Laws, agent and telegrapher.....	120.00
Third telegrapher and clerk.....	100.00	Zurich, agent and telegrapher.....	100.00
Mosel, first telegrapher.....	95.00	Kearsarge, agent and telegrapher....	100.00
Second telegrapher.....	95.00	Keeler, agent and telegrapher.....	105.00
Battle Mountain, agent.....	145.00		
First telegrapher and clerk.....	100.00		
Second telegrapher and clerk.....	100.00		
Third telegrapher and clerk.....	100.00		
Valmy, agent and telegrapher.....	100.00		
Second telegrapher and clerk.....	95.00		
Third telegrapher and clerk.....	95.00		
Golconda, agent and telegrapher.....	105.00		
Second telegrapher and clerk.....	100.00		
Third telegrapher and clerk.....	100.00		
Iron Point, telegrapher.....	95.00		
Winnemucca,* agent.....	150.00		
First telegrapher and clerk.....	105.00		
Second telegrapher and clerk.....	105.00		
Third telegrapher and clerk.....	105.00		
Rose Creek, telegrapher.....	95.00		
Imlay, agent.....	135.00		
First telegrapher.....	115.00		
Second telegrapher.....	115.00		
Third telegrapher.....	115.00		
Nenzel, agent and telegrapher.....	105.00		
Second telegrapher and clerk.....	96.00		
Third telegrapher and clerk.....	96.00		
Lovelock, agent and telegrapher.....	145.00		
Second telegrapher and clerk.....	105.00		
Third telegrapher and clerk.....	105.00		
Toy, telegrapher.....	95.00		
Parran, agent and telegrapher.....	100.00		
Second telegrapher and clerk.....	95.00		
Third telegrapher and clerk.....	95.00		

AGREEMENT.

It is understood and agreed by and between the Southern Pacific Company, Pacific System, and the general committee representing the telegraphers employed on the said system, that the rates and schedule of pay, conditions and terms of employment, service and promotion herein specified for the telegraphers employed on said System, will be in effect from and after September 1, 1917, provided that if commercial or other conditions change materially, the company reserves the right to abolish an office, or reduce the force without notice, to conform to such modified conditions, and said Southern Pacific Company, Pacific System, on its part, and the telegraphers aforesaid, on their part, do hereby agree that they will perform their several duties and stipulations provided for in this agreement, and it is further agreed that in the event of either party to this agreement desiring a change in any one or more particulars, they will give thirty days' notice of the same to the other party. This supersedes previous agreement and rulings thereon, and is made sub-

ject to any subsequent Municipal, State or Federal legislation.
For the Southern Pacific Company, (Pacific System):

R. MCINTYRE,
Asst. to Vice-Pres. and Gen. Manager.
E. L. KING,
Superintendent of Telegraph.

For the Order of Railroad Telegraphers:

T. T. CULL,
General Chairman.
F. E. WALTERS,
W. C. WATSON,
J. E. HANLON,
E. L. CARTT,
General Committee.

INTERPRETATION OF RULES.

I—a.

This rule not to apply to stations that are closed, except for caretaker who does not make reports.

V—a.

In computing overtime for additional hour, Section (j), Article V to apply.

5—h.

Telegraphers who have worked eight (8) consecutive hours without a meal, if required to continue on duty, will be given double time for the ninth hour and pro rata overtime for additional hours worked after the ninth hour. If a telegrapher has worked but eight (8) hours and nineteen (19) minutes, the nineteen (19) minutes would not constitute an hour's overtime. If worked twenty (20) minutes or over, to be figured the same as though he worked the full hour. Telegrapher released at the expiration of eight (8) hours' consecutive service with instructions to return after taking his meal hour or if called to return after completing his eight (8) consecutive hour trick will be allowed a special call for the first hour worked.

V—i.

Telegrapher brought on duty less than thirty (30) minutes prior to arrival time of any passenger train they are required to work, will be paid a special call therefor. Under this section, if a telegrapher's hours began between 6:00 a. m. and 8:00 a. m., and for the company's convenience, in order to continue him on duty later in the afternoon, he were brought on at 6:15 a. m. to meet a passenger train due at 6:30 a. m., giving him but fifteen minutes to perform the various duties necessary before the arrival of such train, he would receive a special call. To avoid a special call he should be brought on at 6:00 a. m. or thirty (30) minutes prior to the arrival of the train.

V—k.

Sunday hours may be regularly assigned within the week-day assignment, that is, assigned in advance. For illustration: if a telegrapher is only required on duty four (4) hours on Sunday and those hours can be regularly assigned, or if he is only required on duty two (2) hours on Sunday and those hours can be regularly assigned, he will receive overtime pro rata for such actual hours worked. If he is only assigned, however, to one hour's service on Sunday, the minimum he would receive would be one special call. If telegrapher is assigned on Sunday, the same hours he worked on week days, he is paid one day therefor. A telegrapher may be called for service as many times as desired on Sunday, provided, a special call is paid for each time called. If it is only desired to have him meet one train in the morning and one in the afternoon, he would receive two (2) calls for Sunday service.

VIII—a.

It is agreed that, when telegraphers are required to handle express at stations where rate of express commissions has been reduced by the Wells Fargo Co. since 1906, former express commission rate as of 1906 will be re-established, or the difference between former rate and present rate made up by the Southern Pacific Company, on and after the adoption of this contract.

IX—h.

This does not relieve telegraphers of necessity for providing themselves with standard watch. It merely relieves telegraphers, at point where standard clock is maintained in the office where they work, from reporting to the watch inspector for watch inspection. Should such telegrapher be assigned to another position and no standard clock is provided, he would come under the regular watch inspection rules.

XVII—b.

This is not intended to cover personal record files or other private correspondence relative to any telegrapher. It refers to the Brown System of discipline record only.

XIX—e.

To reduce force at stations, last position established would be abolished first. Hours of remaining tricks to be arranged to cover necessary hours' service. When changes in hours exceed five (5) hours on any position, they will be considered new positions, and bulletined.

XXI—a.

Sunday and holiday hours, if assigned, will be within the week-day period. This refers to assignments of hours on those days, except as provided for in Article VI. Assigned hours are to be hours assigned for duty on Sundays and recognized holidays within the period of week-day service with a minimum of one special call.

Southern Pacific-Louisiana and Texas Lines

THE GALVESTON, HARRISBURG & SAN ANTONIO RAILWAY CO.
TEXAS & NEW ORLEANS RAILROAD CO.
LOUISIANA WESTERN RAILROAD CO.
MORGAN'S LOUISIANA & TEXAS RAILROAD AND STEAMSHIP CO.
IBERIA & VERMILLION RAILROAD CO.

(EFFECTIVE SEPTEMBER 1, 1914.)

AGREEMENT.

The following rules, regulations and rates of pay will govern only employees covered by this agreement, as specified in Article I.

When additional positions are created, compensation and duties will be fixed in conformity with positions of the same class in this schedule on the district where located.

ARTICLE I.

"Telegrapher" Defined.

(a) Employees, other than train dispatchers, required to perform telegraph service of any character or duration; also agents and other employees who are filling positions incorporated in wage scale, and employees required or assigned to receive train orders by telephone, will be considered as telegraphers within the meaning of this agreement, irrespective of location or title by which designated or character of service performed.

(b) Positions covered by this agreement will be filled by telegraphers taken from the telegraphers' official seniority list and the incumbents will be considered as regular telegraphers.

ARTICLE II.

Minimum Day.

(a) Regular telegraphers will receive one day's pay within each twenty-four hours, according to location occupied or to which entitled, if ready for service and not assigned to a location or if required on duty less than the required minimum number of hours as per location.

Notice to Be Given When Reporting for Work.

(b) Agents on leave of absence on their own account will give five days' and telegraphers twenty-four hours' advance notice when ready for duty before time can be claimed.

ARTICLE III.

Extra Telegraphers in Relief Work.

(a) Extra telegraphers will receive the same salary in relief service as do the telegraphers they relieve.

Seniority to Govern.

(b) Senior extra telegraphers, when available and competent, will be used in preference to junior extra telegraphers.

Deadheading.

(c) Extra telegraphers who have been in the service ninety days will be paid for the time consumed in deadheading in relief service. This will not apply to telegraphers deadheading to assert seniority rights over other extra telegraphers.

Office Seniority in Relief Work.

(d) When a temporary vacancy occurs, telegraphers at station affected may be permitted to move up and the extra telegrapher placed on last position temporarily vacated, provided, however, no claims for time lost on account of these changes will be allowed.

Regular Telegraphers Not to Do Relief Work.

(e) When competent extra telegraphers are available, regular telegraphers will not be required to do relief work, except as provided in section (d) of this article.

ARTICLE IV.

"Station" Defined.

(a) Location of telegraphers for service will be considered as "stations" within the meaning of this agreement.

Standard Time.

(b) "Standard Time" (Central or 90th Meridian) will be considered as the time referred to in this agreement.

ARTICLE V.

Length of Day at Exclusive Day or Night Offices.

Eleven consecutive hours' service, commencing not earlier than 6:00 a. m., and terminating not later than 8:00 p. m. for day telegraphers and not earlier than 6:00 p. m. and terminating not later than 8:00 a. m. for night telegraphers, including sixty consecutive minutes for one meal, as provided in Article XII, will constitute a day's work for telegraphers at stations where one or more day telegraphers are located and at which no night telegraphers are located, or for night telegraphers at stations where one or more night telegraphers are located and at which no day telegraphers are located, except as specified in Articles VIII and IX.

ARTICLE VI.

Length of Day at Continuous Service Stations.

Eight consecutive hours' service without a meal hour, as provided in Article XII, or ten consecutive hours' service, including sixty consecutive minutes for one meal, as provided in Article XII, will constitute a day's work for telegraphers at stations where one or more day and one or more night telegraphers are located, except as specified in Articles VIII and IX. First trick to commence not earlier than 6:00 a. m.

ARTICLE VII.

Split Tricks.

(a) Eight hours' service will constitute a day's work for telegraphers working split or irregular tricks at any station. No tricks will be split more than once.

Where Established.

(b) Split tricks will not be established at stations where less than three telegraphers are located.

ARTICLE VIII.

Length of Day at Dispatching Stations.

Eight consecutive hours' service without a meal hour, as provided in Article XII, or ten consecutive hours' service, including sixty consecutive minutes for one meal, as provided in Article XII, will constitute a day's work for telegraphers located at dispatching stations. First trick to commence not earlier than 7:00 a. m.

ARTICLE IX.

Length of Day at General and Relay Offices.

Nine and one-half consecutive hours' service, including thirty consecutive minutes for one meal, within the periods specified in Article XII, will constitute a day's work for telegraphers located at New Orleans "WS" station, Houston "HN" station, San Antonio "N" station, and El Paso "RK" station on week days. First trick to commence not earlier than 7:00 a. m.

Sunday Hours.

On Sunday three consecutive hours' service within regular working hours, to be performed as the company may elect, will constitute a day's work for day telegraphers located in the above stations. A telegrapher, the greater part of whose assigned hours fall between 6:00 a. m. and 6:00 p. m., will be considered a day telegrapher within the meaning of this article.

ARTICLE X.

Rest.

(a) Telegraphers will be allowed at least eight consecutive hours' rest within each twenty-four hours at stations where one telegrapher is located; at least ten consecutive hours' rest within each twenty-four hours at station where two telegraphers are located, and at least twelve consecutive hours' rest within each twenty-four hours at stations where three or more telegraphers are located, except in case of wreck or washout; the twenty-four hour period to begin at the time service first commences on each day.

Minimum Periods of Rest Not to Be Consecutive.

(b) Telegraphers who are allowed only the minimum number of hours' rest will not be required to take two such minimum periods of rest or any part thereof, within less than sixteen hours apart at stations where one telegrapher is located; nor within less time than fourteen hours apart at stations where two telegraphers are located; nor within less than twelve hours apart at stations where three or more telegraphers are located.

Advance Notice to Be Given.

(c) Telegraphers will give two hours' advance notice when they desire to claim the benefit of this article.

ARTICLE XI.

Special Call.

(a) Telegraphers when called for service by proper authority, for any purpose, before or after regular hours, will be paid 50 cents for each call; and if kept on duty longer than one hour, shall receive overtime pro rata at regular salary, but not less than minimum specified in this agreement.

Regular Overtime.

(b) Telegraphers will be allowed overtime when required to remain on duty in performance of any service required by the company longer than the number of hours constituting a day's work, according to location.

Rate for Overtime.

(c) The rate of pay for overtime will be based on the telegrapher's monthly salary according to location, but in no case less than thirty cents per hour.

How Computed.

(d) In computing overtime, fractions of an hour less than thirty minutes will be ignored, fractions of an hour comprising thirty minutes or over will be considered as an hour.

Time Not Allowed.

(e) Telegraphers will be notified by the company as promptly as possible when claims for overtime or for compensation on any other account are disallowed and reasons therefor.

ARTICLE XII.

Regular Meal Hour.

(a) Day or night telegraphers who are not allowed sixty consecutive minutes for one meal between 11:30 and 2:30, day or night, will receive one hour overtime for each meal hour missed or curtailed at the company's instance.

Meal Hour on Irregular Tricks.

(b) Where the hours are so arranged that a meal hour is not desired, as provided above, a meal hour of sixty consecutive minutes between 5:00 a. m. and 8:00 a. m. and 5:00 p. m. and 8:00 p. m. will be arranged and telegraphers will receive one hour overtime for each meal hour missed or curtailed at the company's instance on account of the requirements of the service.

ARTICLE XIII.

Express Commissions.

(a) Telegraphers will not be required to serve express companies for a less rate of compensation than that allowed them during the year 1913.

Removal of Express from Station.

(b) In case the express agency is withdrawn from any station (unless by the request of agent affected) compensation of the agent shall be readjusted to conform to the rate paid at other stations of similar importance on the division, where the rail-

road agent does not act also as express agent.

Proper Treatment to Be Accorded.

(c) Telegraphers required to serve express companies or commercial telegraph companies will have the right to complain of unsatisfactory treatment at the hands of said companies, and will receive due consideration from the railroad company.

ARTICLE XIV.

Duties Telegraphers Will Not Be Required to Perform.

(a) Telegraphers will not be required to wipe, coal, wood, turn or start fires in locomotives, unload coal, bed stock cars, patrol track, turn bridges, (except Des Allemands and Boeuf), throw switches (other than from station buildings or switch towers), shovel snow, clean coaches, scrub platforms, stations or outside closets.

Extra Labor for Turning Bridges.

(b) Telegraphers will be allowed a reasonable amount for extra labor when necessary to assist in turning bridges at Des Allemands and Boeuf.

Attending Switch Lamps.

(c) Telegraphers will not be required to attend switch lamps. Telegraphers who observe switch lights extinguished which should be burning are required to either light them or to notify the proper employees that they require attention.

Care of Station Buildings.

(d) At stations where helpers are not employed, telegraphers will be allowed a reasonable amount for employment of extra labor for scrubbing floors and washing windows of station buildings, but in cases where telegraphers are occupying station buildings, the allowances for scrubbing floors and washing windows will not apply to the living rooms occupied by the telegrapher.

Care of Batteries.

(e) Telegraphers will not be required to clean main or local batteries at stations where more than ten cells are used.

Teaching Telegraphy.

(f) Telegraphers will not be required to teach telegraphy nor admit students to their offices, nor will telegraphers teach telegraphy without permission from the company.

ARTICLE XV.

Emoluments.

Telegraphers who are occupying company buildings, rent free, or who are receiving allowances of fuel, ice or other supplies without expense to themselves, will not be required to pay for these privileges after the adoption of this agreement.

ARTICLE XVI.

Transferring.

(a) Regular telegraphers transferred from one station to another under orders, or to obtain promotion to which entitled, will receive pay for time lost in transferring, according to location after transfer, also free transportation for themselves, dependent

members of their families and household goods when same can be furnished legally.

Time Allowed During Transfer.

(b) Telegraphers will receive pay while being checked into or out of a station under bulletin or at the instance of the company. It is understood that a telegrapher being checked out when laying off of his own accord and being checked in after having laid off of his own accord will not be considered a transfer at the company's instance.

ARTICLE XVII.

Court Service.

(a) Telegraphers attending court or detailed on other business at the instance of the company will be allowed regular salary, actual express commissions, not to exceed \$2.00 per day, and legitimate expenses while away from home.

Wreck, Washput and Emergency Service.

(b) Regular telegraphers taken from their assigned positions to be used at derailments, washouts or similar emergencies, will receive salary of regular position; but in no case less than three (\$3.00) dollars per day. Extra telegraphers when used in similar service will receive not less than three (\$3.00) dollars per day.

Length of Day.

(c) Ten hours' service, including meal hour, will constitute a day's work in such service.

Time Allowed Going to and From Emergency Service.

(d) Time going to and from scene of emergency will be included in service for day in which deadheading is performed; but in no case will telegraphers receive less than one day's pay within each twenty-four hours while so engaged.

ARTICLE XVIII.

Who Shall Appear on Seniority List.

(a) Telegraphers' official seniority list will consist of all regularly assigned occupants of the positions covered by this agreement and telegraphers on the extra list on the date of this agreement becomes effective.

Additions to Seniority List—Promoted Dispatchers Retain Seniority.

(b) None but telegraphers hereafter employed to fill positions covered by this agreement will be added to the telegraphers' official seniority list; provided, telegraphers in the telegraph service of this company continuously for two or more years, promoted to the position of train dispatcher, heretofore or hereafter, may retain their rights on the telegraphers' official seniority list.

When Seniority Starts.

(c) Seniority of telegraphers will date from time of last entering service in positions classified in Article I. It is understood that this does not conflict with Article XXII.

ARTICLE XIX.

Promotion.

(a) Telegraphers will be regarded as in line of promotion to positions covered by

this schedule, advancement depending upon the faithful discharge of duties and capacity for increased responsibilities; where ability is sufficient, seniority will have preference.

Filling Vacancies by Bulletin.

(b) The local chairman of each division will be notified by the company on the first day of each month when positions are created, or vacancies occur on the division where located, and telegraphers may file claim for same within thirty days from such notification. At the expiration of such period permanent appointment will be made. Bulletins will show assignments, and when new positions are created will state the rate of compensation.

Failure to Take Promotion.

(c) Failure to file for a bulletined position will not result in forfeiture of seniority rights; but if application is made, and confirmed by the company, applicant will be required to accept the position applied for.

Prompt Assignment.

(d) Telegraphers assigned to positions on bulletin by proper authority will be placed in their assignment within fifteen days of such assignment, if possible.

When Telegrapher Proves Incompetent.

(e) If a telegrapher assigned to a position under bulletin proves incompetent, he will drop back to the extra list, retaining three-fourths of his seniority rights. Any telegrapher filing out of a position will not be permitted to file into the same position on next bulletin, except he be the only applicant therefor.

Relief Agents.

(f) One or more positions of extra relief agents may be created on each superintendent's division and will be bulletined and filled in accordance with this article, but should no competent applicant apply, the company may fill same with an unassigned telegrapher; provided, regular assigned telegraphers filing into such positions may retain their regular assigned positions.

Telegraphers Declining to Serve as Relief Agent.

(g) Regular assigned telegraphers declining to serve as extra relief agents when called upon in case of emergency by the proper division officer, will forfeit their rights to apply for a regular agency as provided for in this article, unless with the approval of the proper division officer.

Compensation of Relief Agents.

(h) Regular telegraphers serving as relief agents will receive the same salary as do the telegraphers they relieve, but in no case less than the salary of their regular assigned positions.

All Applications to Be Considered.

(i) The claim of any telegrapher for promotion, whether he has previously filled the position or not, will be considered. Seniority and ability to fill the position claimed, will determine the selection.

Company to Judge as to Ability of Telegraphers.

(j) The company, through the proper officers, will determine the fitness of telegraphers to fill all positions in this agreement, but any telegrapher feeling himself aggrieved on account of such decision will have the right to appeal successively to the highest official of the company vested with the authority for handling such matters, either in person or through the Order of Railroad Telegraphers.

Seniority Rights Confined to Divisions.

(k) Seniority rights will be confined to railroad divisions, and will not be interchanged between divisions except as provided in Article XX.

"Seniority" Defined.

(l) Where the word "seniority" is used in this agreement, it shall refer to date of employment as shown on the official seniority list.

ARTICLE XX.

Transferring One Division to Another.

(a) Telegraphers, on account of ill health of themselves or families, may transfer from one division to another, with the approval of the company. In such cases, the telegrapher making the transfer will go on the extra list; but will retain three-fourths of his former seniority, and will have the right to file into bulletined positions, as provided in Article XIX.

Exchanging Positions.

(b) Telegraphers on different divisions may exchange positions and seniority, with the approval of the company.

(c) Telegraphers transferring from one division to another will not be required to undergo an additional physical examination, and will be given free transportation for themselves, dependent members of their families and household goods; where not prohibited by law.

Not to Apply to Telegraphers on Same Division.

(d) Telegraphers will not be permitted to change positions or seniority with another telegrapher on the same division.

ARTICLE XXI.

Seniority Lists to Be Furnished.

The local chairman of the Order of Railroad Telegraphers on each division will be furnished an official seniority list by the company on January 1 and July 1 of each year, showing all telegraphers on the division with their location and occupation.

ARTICLE XXII.

Service Letters—Telegraphers Re-employed.

Telegraphers leaving the service of the company, who have been in its employ ninety days, will be given clearance cards if requested. Telegraphers who have left the service voluntarily or otherwise, when re-employed, will rank from the last date of employment, but nothing in this article will be construed as abrogating the rights of telegraphers reinstated at any time after discharge.

ARTICLE XXIII.**Discipline.**

(a) Telegraphers will not be suspended or discharged or demerits entered against their records without just and sufficient cause, and in the case of discharge, division officers will investigate the case carefully before permanently removing a telegrapher from the service.

Investigation.

(b) Any telegrapher suspended or discharged shall be entitled to a fair and impartial investigation, and if found blameless of charges against him, will be reinstated and paid for all time lost on such account.

Right of Appeal.

(c) Telegraphers dissatisfied with the results of the investigation have the right, without prejudice, to appeal successively to the highest officer of the company, vested with authority for handling such matters, either in person or through the Order of Railroad Telegraphers.

ARTICLE XXIV.**Reduction In Force.**

(a) When necessary to reduce the number of telegraphers they will be laid off according to the seniority list, taken in inverse order, commencing with the junior extra telegrapher; regular telegraphers moving back to the extra list in the same manner.

Increasing Force.

(b) If ability is sufficient and otherwise acceptable, telegraphers who are laid off will have the preference (if application is made) when necessary to employ telegraphers on any of the divisions included in this agreement.

Right to Displace Junior Telegraphers.

(c) A telegrapher losing his assigned position through no fault of his own will have the right (if ability is sufficient) to displace the youngest assigned telegrapher on the seniority list; provided the telegrapher displaced is his junior in the service.

ARTICLE XXV.**Sunday and Holiday Work.**

Telegraphers will not be required to work on Sundays or holidays, except when absolutely necessary to protect the company's interests. This article will be liberally interpreted by the company.

ARTICLE XXVI.**Service on Board of Adjustment.**

(a) Telegraphers will not be discriminated against for service on boards of adjustment for the Order of Railroad Telegraphers and will be granted leave of absence and be relieved as soon as practicable and furnished transportation over the company's lines for such purpose.

Privileges of Local Chairman.

(b) The local chairman of each division will be given transportation over his division and will be granted leave of absence and be relieved as soon as practicable when

he desires to go over his division on business of the organization.

Privileges of Telegraphers Holding Office in Grand Division.

(c) Telegraphers elected as representatives to the grand division, or holding any office in the grand division of the Order of Railroad Telegraphers, employed on any part of this system, will be granted leave of absence and relieved as soon as practicable to attend to any business in connection with their positions as such representatives or officer of the grand division, and will be furnished transportation for such purposes over the company's lines.

ARTICLE XXVII.**Exclusive Agents.**

(a) At telegraph stations, telegraphers shown as "agent" in the wage table of this agreement will not be required to perform telegraph duties hereafter unless a change in commercial conditions takes place at the station or stations affected, making such change necessary.

Duties of Operator and Clerks.

(b) At stations where telegraphers are located, in addition to the agent, and are required to perform other than telegraphic duties, such other duties will be reasonable and just, and will be clearly defined in writing by the agent, but such other service will not interfere with the telegrapher's duties to the telegraph department. Positions requiring the performance of clerical duties are shown in the wage table as "operator and clerk."

Overwork.

(c) When a telegrapher considers himself overworked and complains to the proper officials, it will be carefully considered, and if well founded, relief will be granted.

Leave of Absence.

(d) Unlimited leave of absence will be granted in case of sickness or in case of official promotion, whether with the company or the organization. Other leave of absence will not be granted to exceed sixty days, with an extension of thirty days, at the discretion of the division officer, except that a telegrapher who has been in the service three years or more may be granted leave of absence for ninety days, with an extension of ninety days, at the discretion of the division officer. It is understood leave of absence will not be granted to any telegrapher for the purpose of accepting employment as a telegrapher on any other railroad.

ARTICLE XXVIII.**Official Representatives of O. R. T.**

All officials of Division No. 53, Order of Railroad Telegraphers, on the above mentioned lines, will be certified to the company in writing by the general chairman or the general secretary before being recognized by the company as representing the organization.

ARTICLE XXIX.**Copies of Agreement to Be Furnished.**

The local chairman of the Order of Railroad Telegraphers will be furnished by the

company with copies of this agreement and future amendments and supplements thereto.

ARTICLE XXX.

Running Pumps.

Telegraphers required to run pumps will receive a minimum extra compensation of twenty-five (\$25.00) dollars per month for steam and fifteen (\$15.00) dollars per month for gasoline pumps.

ARTICLE XXXI.

General and Relay Offices.

(a) The provision of this article will apply to New Orleans "WS", Houston "HN", San Antonio "N" and El Paso "RK" offices only.

How Vacancies Will Be Filled.

(b) Positions vacated or created in Houston "HN" office will be bulletined on the T. & N. O. division and the Galveston and Victoria divisions of the G. H. & S. A. Railway, and telegraphers employed on said divisions will be eligible thereto. Positions vacated or created in New Orleans "WS" office will be bulletined on the Louisiana Lines and telegraphers employed on said lines will be eligible thereto. Positions vacated or created in San Antonio "N" office will be bulletined on the Houston division of the G. H. & S. A. Railway, and telegraphers employed on that division will be eligible thereto. Positions vacated or created in El Paso "RK" office will be bulletined on the El Paso division of the G. H. & S. A. Railway, and telegraphers employed on that division will be eligible thereto.

Seniority to Be Retained.

(c) Telegraphers employed in any of the above offices will be carried on the seniority list of the division from which promoted and will have the right to file into bulletined positions on the division from which promoted.

Seniority of Telegraphers in "HN" Office.

(d) Telegraphers employed in Houston "HN" office who have not been promoted from some division will be carried on the seniority list of the T. & N. O. division and the Galveston division of the G. H. & S. A. Railway, and will have the right to file into bulletined positions on said division.

Positions to Be Numbered.

(e) Positions in the offices covered by this article will be numbered with regular assigned hours.

Bulletins and Assignment.

(f) Positions when created or vacated will appear on bulletins, showing number and hours the position covers and the applicant assigned to the position will work those hours; provided, this shall not prevent a change in hours. It is not intended that this shall prevent the company from obtaining the best possible talent for the above offices.

Changed Hours.

(g) When necessary to change hours of one or more telegraphers in above offices, the telegrapher working the changed hours will not be required to come on duty

earlier or later than the telegrapher working the preceding or following trick.

Reduction in Force.

(h) When necessary to reduce the number of telegraphers in the above offices, they will be laid off according to the official seniority list, taken in inverse order.

WAGE SCALE.

Guaranteed minimum salaries per month for telegraphers, exclusive of ticket, express or other commissions, or deductions of any character other than hospital dues and bond premiums.

Positions marked with a star (*) are filled jointly by the operating and traffic departments. These positions will be bulletined when vacancies occur, and telegraphers will have the right to make application for the same, and their applications will be considered according to ability.

LOUISIANA LINES.

Station and Position.	Rate per Month.
New Orleans (WS), Manager.....	\$115.00
Operator	105.00
Operator	105.00
Algiers, night operator.....	85.00
Avondale, first trick operator.....	82.50
Second trick operator.....	75.00
Third trick operator.....	75.00
Boutte, agent and operator.....	80.00
Des Allemands, agent and operator....	85.00
Raceland, agent	*82.50
Lockport, agent.....	*87.50
Bowie, agent and operator.....	85.00
Second trick operator and clerk..	72.50
Third trick operator and clerk....	72.50
Lafourche, agent and operator.....	87.50
Schriever, agent.....	100.00
Operator	82.50
Chacahoula, agent.....	65.00
Donner, agent and operator.....	82.50
Night operator and clerk.....	72.50
Gibson, agent and operator.....	82.50
Boeuf, agent and bridge tender.....	80.00
Morgan City, agent.....	*107.50
Night operator.....	75.00
Berwick, agent and operator.....	80.00
Patterson, agent and operator.....	95.00
Night operator and clerk.....	72.50
Bayou Sale, agent and operator.....	90.00
Second trick operator and clerk..	72.50
Third trick operator and clerk....	72.50
Franklin, agent.....	107.50
Operator and clerk.....	75.00
Baldwin, agent and operator.....	95.00
Adeline, agent.....	58.00
Jeanerette, agent and operator.....	102.50
New Iberia, agent.....	*142.50
Operator and clerk.....	75.00
Cade, agent and operator.....	87.50
Second trick operator and clerk..	72.50
Third trick operator and clerk....	72.50
Broussard, agent and operator.....	85.00
Lafayette, agent.....	*127.50
First trick operator.....	95.00
Second trick operator.....	95.00
Third trick operator.....	95.00
Scott, agent and operator.....	80.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Rayne, agent and operator.....	\$ 90.00	Athens, agent.....	\$107.50
Second trick operator and clerk..	72.50	First trick operator and clerk...	80.00
Third trick operator and clerk...	72.50	Second trick operator and clerk..	75.00
Crowley, agent.....	*127.50	Mabank, agent and operator.....	80.00
Operator and clerk.....	75.00	Kemp, agent and operator.....	82.50
Estherwood, agent and operator.....	80.00	Kaufman, agent.....	107.50
Midland, agent and operator.....	85.00	First trick operator and clerk...	80.00
Mermentau, agent and operator.....	85.00	Second trick operator and clerk..	75.00
Jennings, agent.....	105.00	Crandall, agent and operator.....	80.00
Operator and clerk.....	75.00	Sabine, agent and operator.....	95.00
Iowa, agent and operator.....	85.00	Port Arthur, agent.....	*132.50
Roanoke, agent and operator.....	85.00	Nome, agent and operator.....	90.00
Welsh, agent.....	90.00	Sour Lake, agent.....	*95.00
First trick operator and clerk...	72.50	Felecia, operator.....	75.00
Second trick operator and clerk..	72.50	Devers, agent and operator.....	80.00
Third trick operator and clerk...	72.50	Liberty, agent and operator.....	95.00
Lake Charles, agent.....	*127.50	Second trick operator and clerk..	75.00
First trick operator.....	85.00	Third trick operator and clerk...	75.00
Second trick operator.....	77.50	Dayton, agent and operator.....	82.50
Third trick operator.....	77.50	Crosby, agent and operator.....	82.50
West Lake, agent.....	*85.00	Operator and clerk.....	75.00
Sulphur, agent and operator.....	80.00	Houston (HD), first trick operator...	95.00
Edgerly, agent and operator.....	85.00	Second trick operator.....	95.00
Vinton, agent and operator.....	77.50	Third trick operator.....	95.00
Second trick operator and clerk..	72.50	Harrisburg, first trick opr. and tower'n	80.00
Alexandria, agent.....	*127.50	Second trick opr. and towerman..	80.00
Operator and clerk.....	72.50	Third trick opr. and towerman..	80.00
Cheneyville, agent.....	115.00	West La Porte, agent and operator...	82.50
First trick operator and clerk...	72.50	Seabrook, agent and operator.....	80.00
Second trick operator and clerk..	72.50	Strang, operator.....	75.00
Third trick operator and clerk...	72.50	Texas City Jct., first trick opr. and	
Golddust, agent and operator.....	77.50	towerman.....	77.50
Washington, agent and operator.....	85.00	Second trick opr. and towerman..	77.50
Opelousas, agent.....	*107.50	Third trick opr. and towerman..	77.50
Operator and clerk.....	72.50	Galveston, first trick opr. and clerk..	87.50
Sunset, agent and operator.....	85.00	Second trick operator and clerk..	87.50
Carencro, agent and operator.....	85.00	Third trick operator and clerk...	87.50
Breaux Bridge, agent and operator...	90.00	Houston (HN), manager.....	120.00
Arnauville, agent and operator.....	80.00	First trick operator.....	105.00
St. Martinsville, agent and operator...	95.00	Second trick operator.....	105.00
Eu nice, agent and operator.....	92.50	Third trick operator.....	105.00
Iota, agent and operator.....	77.50	Fourth trick operator.....	105.00
Gueydan, agent and operator.....	80.00	Fifth trick operator.....	105.00
Kaplan, agent and operator.....	77.50	Sixth trick operator.....	105.00
Abbeville, agent.....	112.50	Seventh trick operator.....	105.00
Operator and clerk.....	72.50	Eighth trick operator.....	105.00
Houma, agent.....	*95.00	Ninth trick operator.....	105.00
Thibodeaux, agent and operator.....	95.00	Tenth trick operator.....	105.00
Napoleonville, agent and operator.....	80.00	Eleventh trick operator.....	105.00
Lake Arthur, agent and operator.....	75.00	Twelfth trick operator.....	105.00
		Thirteenth trick operator.....	105.00
		Fourteenth trick operator.....	105.00

T. & N. O. AND GALVESTON DIVISION.

Station and Position.	Rate per Month.
Echo, first trick operator.....	\$ 92.50
Second trick operator.....	92.50
Third trick operator.....	92.50
Orange, agent.....	*135.00
Operator and clerk.....	92.50
Beaumont, first trick operator.....	92.50
Second trick operator.....	92.50
Third trick operator.....	92.50
China, agent and operator.....	80.00
Village Mills, agent.....	58.00
Woodville, agent and operator.....	87.50
Colmesneil, agent and operator.....	87.50
Rockland, agent and operator.....	95.00
Cushing, agent and operator.....	82.50
Huntington, agent and operator.....	82.50
Jacksonville, agent.....	*132.50
Frankston, agent and operator.....	82.50

VICTORIA DIVISION.

Station and Position.	Rate per Month.
Beasley, agent and operator.....	\$ 72.50
Hungerford, agent and operator.....	77.50
Palacious, agent and operator.....	71.50
Operator and clerk.....	72.50
Blessing, agent and operator.....	82.50
Markham, agent and operator.....	82.50
Bay City, agent.....	*115.00
Operator and clerk.....	77.50
Van Vleck, agent and operator.....	77.50
Pledger, agent and operator.....	70.00
Wharton, agent.....	*112.50
Operator and clerk.....	77.50
Pierce, agent and operator.....	70.00
El Campo, agent and operator.....	110.00
Operator and clerk.....	72.50
Louise, agent and operator.....	70.00
Ganado, agent and operator.....	77.50

Station and Position.	Rate per Month.
Edna, agent and operator.....	\$ 90.00
Operator and clerk.....	72.50
Beeville, agent and operator.....	105.00
Berclair, agent.....	*45.00
Goliad, agent and operator.....	90.00
Fannin, agent.....	*45.00
Port Lavaca, agent and operator.....	90.00
Victoria, agent.....	*140.00
Operator (VI).....	90.00
Thomaston, agent and operator.....	70.00
Cuero, agent.....	*118.00
Operator and clerk.....	77.50
Westhoff, agent and operator.....	75.00
Smiley, agent and operator.....	77.50
Nixon, agent and operator.....	80.00
Stockdale, agent and operator.....	77.50
Sutherland Springs, agent and oper..	75.00
Lavernia, agent and operator.....	75.00

Note:—The company reserves the right to fill the position as operator in "VI" office at Victoria with a man competent to do extra dispatching.

HOUSTON DIVISION.

Station and Position.	Rate per Month.
West Junction, first trick operator....	\$ 80.00
Second trick operator.....	80.00
Third trick operator.....	80.00
Missouri City, agent and operator....	82.50
Sugarland, agent and operator.....	102.50
Richmond, agent.....	92.50
Operator and clerk.....	80.00
East Bernard, agent and operator....	87.50
Operator and clerk.....	77.50
Eagle Lake, agent.....	122.50
First trick operator and clerk....	82.50
Second trick operator and clerk....	80.00
Columbus, agent.....	*102.50
Glidden, agent and operator.....	107.50
Second trick operator.....	95.00
Third trick operator.....	95.00
La Grange, agent.....	115.00
Weimar, agent.....	102.50
Operator and clerk.....	80.00
Schulenburg, agent.....	120.00
First trick operator and clerk....	80.00
Second trick operator and clerk....	77.50
Engle, agent and operator.....	82.50
Flatonia, agent and operator.....	105.00
Waelder, agent.....	95.00
Operator and clerk.....	80.00
Harwood, agent and operator.....	95.00
Gonzales, agent.....	110.00
Operator and clerk.....	80.00
Luling, agent.....	120.00
First trick opr. and towerman....	85.00
Second trick opr. and towerman....	85.00
Third trick opr. and towerman....	85.00
Kingsbury, agent and operator.....	90.00
Seguin, agent.....	122.50
First trick operator and clerk....	82.50
Second trick operator and clerk....	80.00
Third trick operator and clerk....	77.50
Marion, agent and operator.....	95.00
Schertz, agent and operator.....	82.50
San Antonio (N), manager.....	115.00
Operator.....	102.50
(DS), first trick operator.....	102.50
Second trick operator.....	102.50
Third trick operator.....	102.50

Station and Position.	Rate per Month.
(QS), first trick operator and clerk..	\$102.50
Second trick operator and clerk....	102.50
Third trick operator and clerk....	102.50
(MC), operator and clerk.....	*105.00
Macdona, agent.....	70.00
Lacoste, agent and operator.....	70.00
Second trick operator and clerk....	77.50
Third trick operator and clerk....	77.50
Dunley, agent.....	*65.00
Hondo, agent.....	102.50
Operator and clerk.....	82.50
D'Hanis, agent and operator.....	85.00
Sabinal, agent and operator.....	107.50
Second trick operator and clerk....	80.00
Third trick operator and clerk....	77.50
Knippa, agent and operator.....	85.00
Uvalde, agent.....	*120.00
First trick operator and clerk....	82.50
Second trick operator and clerk....	80.00
Cline, agent and pumper.....	*65.00
Spofford, agent.....	95.00
First trick operator and clerk....	82.50
Second trick operator and clerk....	80.00
Third trick operator and clerk....	77.50
Eagle Pass, agent.....	*150.00
Operator and clerk.....	82.50
Standart, agent.....	*63.50
Del Rio, agent.....	122.50
First trick operator.....	97.50
Second trick operator.....	97.50
Third trick operator.....	97.50

Note:—Operators at West Junction will receive \$5.00 per month additional so long as they are required to throw switches.

Note:—Clerical work that will be required of telegraphers in San Antonio "QS" office will consist only of handling train board, and so long as this work is required of them, additional allowances will be made monthly as follows: First trick telegrapher, \$10.00; second and third trick telegraphers, \$5.00 each.

EL PASO DIVISION.

Station and Position.	Rate per Month.
Comstock, agent and operator.....	\$100.00
Langtry, agent and operator.....	92.50
Second trick operator and clerk....	85.00
Third trick operator and clerk....	85.00
Pumpville, operator.....	85.00
Dryden, agent and operator.....	92.50
Sanderson, agent.....	117.50
First trick opr. and ticket clerk..	97.50
Second trick opr. and ticket clerk..	97.50
Third trick opr. and ticket clerk..	97.50
Longfellow, operator.....	85.00
Tesnus, operator.....	85.00
Marathon, agent.....	100.00
First trick operator and clerk....	85.00
Second trick operator and clerk....	85.00
Third trick operator and clerk....	85.00
Alpine, agent.....	100.00
First trick operator and clerk....	90.00
Second trick operator and clerk....	90.00
Third trick operator and clerk....	90.00
Marfa, agent.....	100.00
First trick operator and clerk....	85.00
Second trick operator and clerk....	85.00
Third trick operator and clerk....	85.00

Station and Position.	Rate per Month.
Valentine, agent.....	\$105.00
First trick opr. and ticket clerk..	95.00
Second trick opr. and ticket clerk	95.00
Third trick opr. and ticket clerk..	95.00
Lobo, operator	85.00
Hot Wells, operator.....	85.00
Sierra Blanca, agent	100.00
First, trick opr. and ticket clerk..	90.00
Second trick opr. and ticket clerk	90.00
Third trick opr. and ticket clerk..	90.00
Torcer, operator	85.00
Finlay, first trick operator.....	85.00
Second trick operator.....	85.00
Third trick operator.....	85.00
Fort Hancock, agent and operator...	95.00
Second trick operator and clerk..	87.50
Third trick operator and clerk...	87.50
Fabens, agent and operator.....	95.00
Second trick operator.....	85.00
Third trick operator.....	85.00
Clint, agent	100.00
Operator and clerk.....	87.50
Ysleta, agent and operator.....	95.00
El Paso (RK), manager.....	115.00
First trick operator.....	105.00
Second trick operator.....	105.00
Third trick operator.....	105.00
Fourth trick operator.....	105.00
Fifth trick operator.....	105.00
Sixth trick operator.....	105.00
Seventh trick operator.....	105.00

Note:—Clerical work required of telegrapher operators and ticket clerks at Sierra Blanca, Valentine and Sanderson will consist only of selling tickets and checking baggage.

HOUSTON & TEXAS CENTRAL RAILROAD COMPANY.

Agreement.

The following rules, regulations and rates of pay will govern only employees covered by this agreement, as specified in Article I.

When additional positions are created, compensation and duties will be fixed in conformity with positions of the same class in this schedule on the district where located.

ARTICLE I.

"Telegrapher" Defined.

Any employe assigned to the duties of a telegraph operator, at any station, whether termed agent or otherwise, as specified in wage scale, will be considered as a telegrapher.

ARTICLE II.

Discipline.

(a) Telegraphers will not be suspended or discharged or demerits entered against their records without just and sufficient cause, and in the case of discharge, division officers will investigate the case carefully before permanently removing a telegrapher from the service.

Investigation.

(b) Any telegrapher suspended or discharged shall be entitled to a fair and impartial investigation, and if found blameless of charges against him, will be reinstated and paid for all time lost on such account.

Right of Appeal.

(c) Telegraphers dissatisfied with the results of the investigation, have the right, without prejudice, to appeal successively to the highest officer of the company vested with the authority for handling such matters, either in person or through the Order of Railroad Telegraphers.

Presenting Grievances.

(d) Telegraphers having grievances will present them within ten days from the date they are first aggrieved. In the event of their failure to do so, their rights to make complaints shall cease.

ARTICLE III.

Promotion.

(a) Telegraphers will be regarded as in line of promotion, advancement depending upon the faithful discharge of duty and capacity for increased responsibility; where ability is sufficient, in the judgment of the proper division official, seniority will have the preference.

Filling Vacancies.

(b) In the event of vacancies occurring or new positions being created, for which telegraphers are eligible under this schedule, such positions will be advertised by bulletin sent to all stations every 30 days; application may be filed for such positions within 15 days, and at the expiration of 15 days permanent appointments will be made.

Temporary Vacancies.

(c) Temporary vacancies of 30 days or longer will be bulletined.

Failure to Apply for Bulletined Position.

(d) If a telegrapher fails to apply for a position advertised by bulletin, he will not lose thereby any seniority rights, but cannot thereafter claim the same position until a vacancy occurs.

Seniority Lists to Be Furnished.

(e) The local chairman of the Order of Railroad Telegraphers on each division will be furnished with an official seniority list by the company every six months, showing all telegraphers on the division, with their location and occupation.

ARTICLE IV.

Transferring.

(a) Regular telegraphers transferred from one station to another under orders, or to obtain promotion to which entitled, will receive pay for time lost in transferring, according to location after transfer, also free transportation for themselves, dependent members of their families and household goods when same can be furnished legally.

Time Allowed During Transfer.

(b) Telegraphers will receive pay while being checked into or out of a station under bulletin or at the instance of the company. It is understood that a telegrapher being checked out when laying off of his own accord and being checked in after having laid off of his own accord, will not be considered a transfer at the company's instance.

ARTICLE V.**Wreck, Washout and Emergency Service.**

(a) Regular telegraphers taken from their assigned positions to be used at derailments, washouts or similar emergencies, will receive salary of regular positions; but in no case less than three (\$3.00) dollars per day. Extra telegraphers when used in similar service will receive not less than three (\$3.00) dollars per day.

Length of Day.

(b) Ten hours' service, including meal hour, will constitute a day's work in such service.

Time Allowed Going to and from Emergency Service.

(c) Time going to and from scene of emergency will be included in service for day in which deadheading is performed; but in no case will telegraphers receive less than one day's pay within each twenty-four hours while so engaged.

ARTICLE VI.**Length of Day at One Man Stations.**

(a) At offices where one telegrapher is employed, twelve consecutive hours, commencing at 7:00 a. m. or 7:00 p. m., including meal hour, will constitute a day's work.

Length of Day Where Two or More Men Are Employed.

(b) At offices where two or more telegraphers are employed, nine consecutive hours' service or ten consecutive hours, including meal hour, will constitute a day's work.

Split Tricks.

(c) Eight hours' service will constitute a day's work for telegraphers working split or irregular tricks at any station. No tricks will be split more than once.

ARTICLE VII.**Overtime.**

(a) When telegraphers are required to remain on duty in excess of the number of hours constituting a day's work as provided for in article VI, in performance of any services required by the company, they will be paid overtime pro rata, but in no case less than thirty cents per hour.

Special Call.

(b) When telegraphers are required to report at a specified time before or after regular hours, they will be allowed fifty cents for the first hour or fraction thereof, and overtime pro rata, but not less than thirty cents per hour for each succeeding hour held on duty.

Meal Hour.

(c) Telegraphers will be allowed sixty consecutive minutes for meals between 11:30 p. m. and 1:00 a. m., and 11:30 a. m. and 1:00 p. m. If not relieved within the time specified, one hour overtime will be allowed.

ARTICLE VIII.**Meeting Regular or Delayed Trains Outside of Regular Hours.**

Not less than one hour's time will be allowed for meeting regular or delayed trains

outside of regular hours. Overtime for this service will be allowed on basis of regular salary, but in no case less than thirty cents per hour.

ARTICLE IX.**Method of Computing and Turning In Overtime.**

In computing overtime, except as provided for in Article VIII, less than thirty minutes will not be counted; thirty minutes or over will be considered as an hour. Overtime must be reported by telegraphers in writing to the superintendent within 48 hours from the time such service is performed. Telegraphers will be notified by the company without delay when claims for overtime or compensation on any other account is disallowed.

ARTICLE X.**Court Service.**

Telegraphers attending court or otherwise absenting themselves on other business for the company, on proper authority, will be allowed full time at their regular rate of pay, and their necessary expenses during such service while away from their home station.

ARTICLE XI.**Clerical Work.**

Where telegraphers are required to perform clerical service in addition to their other duties, the service required by the agent will be such as can be attended to without neglect of duty to the telegraph service.

ARTICLE XII.**Service Letters.**

When requested, telegraphers leaving the service will be furnished with a letter stating the length of service and cause of leaving, within five days of such request.

ARTICLE XIII.**Seniority Confined to Divisions.**

Seniority rights will be confined to division in charge of each superintendent.

ARTICLE XIV.**Teaching Telegraphy.**

Telegraphers will not be required to teach telegraphy, nor will telegraphers teach telegraphy on the company's premises without the written permission of the superintendent of telegraph.

ARTICLE XV.**Sunday Work.**

Office hours on Sunday will be arranged to allow the employees as much time off as the service will permit. This article will be liberally interpreted by the company.

ARTICLE XVI.**Reduction in Force or Closing Station.**

A telegrapher losing his assigned position by reason of reduction of forces or closing of station, will have the right to displace the youngest assigned telegrapher, retaining at the same time all of his seniority rights.

ARTICLE XVII.

Senior Extra Telegraphers to Have Preference.

Senior extra telegraphers, when available and competent, will be used in preference to junior extra telegraphers.

ARTICLE XVIII.

Employees Entitled to Appear on Seniority List.

None but telegraphers hereafter employed to fill positions covered by this agreement will be added to the telegraphers' official seniority list; provided, telegraphers in the telegraph service of this company continuously for two or more years, promoted to the position of train dispatcher, heretofore or hereafter, may retain their rights on the telegraphers' official seniority list.

WAGE SCALE.

FIRST DIVISION.

Station and Position.	Rate per Month.
Houston (HQ), first trick operator.....	\$100.00
Second trick operator	100.00
Third trick operator	100.00
(MN), operator and clerk.....	100.00
Bellaire, first trick opr. and towerman ..	80.00
Second trick opr. and towerman..	80.00
Third trick opr. and towerman..	80.00
Cypress, agent and operator.....	70.00
Night operator and clerk.....	70.00
Hockley, agent and operator.....	78.50
Waller, agent and operator.....	80.00
Prairie View, agent and operator.....	76.00
Hempstead, first trick operator and Western Union manager	85.00
Second trick opr. and clerk.....	80.00
Third trick operator and clerk.....	80.00
Navasota, first trick opr. and t'man.	80.00
Second trick opr. and towerman.	79.00
Third trick opr. and towerman....	79.00
Courtney, agent and operator.....	75.00
Millican, agent and operator.....	75.00
Wellborn, agent and operator	76.00
College, agent and operator.....	77.50
Bryan, first trick opr. and towerman ..	77.50
Second trick opr. and towerman..	77.50
Third trick opr. and towerman....	77.50
Benchley, agent and operator.....	75.00
Hearne (G), first trick operator.....	97.50
Second trick operator	97.50
Third trick operator	97.50
Calvert, first trick operator and Western Union manager	72.50
Second trick operator and clerk....	70.00
Hammond, agent and operator	72.50
Bremond, first trick operator and Western Union manager	87.50
Second trick opr. and ticket clerk ..	80.00
Third trick opr. and ticket clerk ..	77.50
Kosse, agent and operator	80.00
Thornton, agent and operator	80.00
Groesbeek, agent	85.00
First trick operator and Western Union manager	70.00
Second trick opr. and clerk.....	70.00
Mexia, first trick opr. and towerman ..	77.50
Second trick opr. and towerman..	75.00
Third trick opr. and towerman....	75.00

Station and Position.	Rate per Month.
Wortham, agent and operator.....	\$ 80.00
Richland, agent and operator.....	76.50
Corsicana, first trick operator.....	80.00
Second trick opr. and clerk.....	77.50
Third trick opr. and clerk.....	77.50
Rice, agent and operator.....	80.00
Ennis (NS), day opr. and W. U. mgr.	71.50
(FN), operator and clerk	100.00
(JO), first trick operator	100.00
Second trick operator	100.00
Third trick operator	100.00
Palmer, agent and operator	82.50
Ferris, agent	110.00
Operator and clerk	70.00
Hutchins, agent and operator	82.50
Dallas (Z), operator and clerk.....	85.00
(DS), first trick operator.....	82.50
Second trick operator	82.50
Third trick operator	82.50
(BY), operator and clerk	92.50
Richardson, agent and operator.....	75.00
Plano, first trick opr. and towerman.	72.50
Second thick opr. and towerman..	72.50
Third trick opr. and towerman....	72.50
Allen, agent and operator.....	76.00
McKinney, operator and clerk.....	78.50
Melissa, agent and operator.....	76.00
Anna, agent and operator	80.00
Van Alstyne, agent	82.50
Operator and clerk	72.50
Howe, agent and operator	80.00
Sherman, first trick opr. towerman..	82.50
Second trick opr. and towerman..	80.00
Third trick opr. and towerman....	80.00
Denison, first trick opr. and clerk....	85.00
Second trick opr. and clerk.....	77.50
Third trick opr. and clerk.....	77.50
Iola, agent and operator	71.00
North Zulch, agent and operator.....	71.00
Normangee, agent and operator.....	71.00
Robbins, agent and operator	71.00
Jewett, agent and operator	71.00
Personville, agent and operator	71.00
Reagan, agent and operator	75.00
Marlin, operator and clerk.....	72.50
Perry, agent and operator	70.00
Reisel, agent and operator	70.00
Waco, operator and clerk	80.00
Waxahachie, first trick opr. and clerk ..	77.50
Second trick opr. and clerk.....	72.50
Midlothian, agent and operator.....	95.00
Operator and clerk	72.50
Mansfield, agent and operator.....	82.50
Britton, agent and operator	72.50
Fort Worth, first trick opr. and clerk ..	87.50
Second trick opr. and clerk.....	85.00
Third trick opr. and clerk.....	85.00
Lancaster, agent	75.00

NOTE—Vacancies in "HQ" office Houston will be bulletined over entire system.

NOTE—Positions as operator and clerk in Houston "MN" and Dallas "BY" offices will not be bulletined. While these positions do not come under the jurisdiction of the O. R. T., it is understood that telegraphers off the seniority list assigned to them will retain their seniority.

SECOND DIVISION.

Station and Position.	Rate per Month.
Chappel Hill, agent and operator.....	\$82.00
Burton, agent and operator	80.00
Carmine, agent and operator	82.00
Ledbetter, agent and operator	80.00
Giddings, agent	90.00
First trick operator, Western Union manager and ticket clerk....	77.00
Second trick opr. and ticket clerk	77.00
Third trick opr. and ticket clerk	77.00
Paige, agent and operator	77.50
McDade, agent and operator	75.00
Elgin, first trick operator, towerman, clerk and Western Union mgr..	78.50
Second trick opr. and towerman..	78.50
Third trick opr., towerman, clk.	78.50

Station and Position.	Rate per Month.
Manor, agent and operator.....	\$ 84.00
Leander, agent and operator.....	72.50
Liberty Hill, agent and operator.....	72.50
Bertram, agent and operator	80.00
Burnett, agent and operator.....	80.00
Fairland, agent and operator.....	70.00
Marble Falls, agent and operator.....	80.00
Kingsland, agent and operator.....	72.50
Llano, operator and clerk.....	80.00
Lampasas, operator and clerk.....	55.00
Dime Box, agent and operator.....	70.00
Caldwell, operator and clerk.....	76.00

NOTE—It is understood that salary of operator and clerk at Lampasas does not stand as a minimum.

Temiskaming & Northern Ontario Railway

(EFFECTIVE DECEMBER 1, 1916.)

The following rules and wages will govern the telegraphers on the Temiskaming and Northern Ontario Railway.

When additional telegraphers' positions are created, compensation will be fixed in conformity with that for position of the same class as shown by this schedule.

ARTICLE I.

All employees assigned by proper authority to railway telegraph or telephone service of any character or duration, and also the station agents incorporated in the accompanying schedule of wages, and linemen, will be considered as telegraphers within the meaning of this schedule, and are so called herein.

ARTICLE II.

(a) The right of promotion of telegraphers will extend over the entire system, and will be governed by merit, fitness and ability; where these are sufficient, the senior telegrapher will be given the preference.

(b) A telegrapher's seniority will date from the time he last entered the service as a telegrapher. The seniority of a telegrapher employed on lines under construction, or absorbed by the commission, will date from his last appointment as a telegrapher on such lines. When newly constructed lines are taken over by the operating department, all telegraphers' positions will be considered vacant, and any telegrapher in line of promotion to them will have fifteen days within which to make application for the same.

(c) All vacancies and permanent appointments will be immediately advertised by "23" message over the system. When vacancies in positions not shown in the accompanying schedule of wages are bulletined, the bulletin will state rate of compensation. Applications for vacancies must be made within ten days from date of bulletin.

A telegrapher declining to accept promotion in any instance does not forfeit his rights to the same or any other position he may be entitled to under seniority when

a vacancy occurs. A telegrapher on leave of absence when a vacancy occurs will not be debarred from claiming position and receiving the appointment on resuming duty, if entitled to it.

A vacancy will be filled within thirty days after it occurs by the appointment of the man entitled to it.

When a vacancy occurs the superintendent of traffic will fill the same by appointing the senior man, who, as per clause (a) hereof, is entitled to the position, but this will not prevent any telegrapher senior to the man so appointed claiming his rights under clause (a) hereof to the position, provided he files his protest within ten days after the appointment has been bulletined as above, and such telegrapher will be compensated by the commission for any loss of revenue sustained by not duly receiving the appointment to which he is entitled.

(d) Telegraphers in the employ will be given preference in filling vacancies or openings on extensions or new lines.

(e) In case of reduction in the number of telegraphers employed, the junior telegraphers will be the first dispensed with.

(f) The commission will not abolish positions incorporated in Article XXVII, except in case of a reduction of staff. A telegrapher holding such a position, so abolished, will receive fourteen days' notice of the same, and will be entitled to the position then held by the junior permanently located telegrapher, but will retain his seniority rights.

(g) A complete list of all telegraphers employed by the commission, showing their seniority standing, will be kept on file in the respective train dispatching offices, open to the inspection of all telegraphers concerned. This list will be subject to correction on proper representation from any telegrapher, and a copy of it, corrected to date, will be furnished the general chairman at the beginning of each year.

(h) Telegraphers will have the exclusive right to any position incorporated in the accompanying wage schedule, also any new telegraphers' positions created by the ab-

sorption of other lines, or the construction of new lines, when vacancies in such positions occur.

(i) Telegraphers will also be eligible and considered in line of promotion to the position of agent at any of the stations not incorporated in the accompanying wage schedule, which have been omitted in view of conditions which may be impracticable or unfair to fill these positions exclusively from one branch of the service.

(j) The right of promotion of train dispatchers will be governed by merit and ability; these being sufficient, the senior train dispatcher to have the preference. The order of promotion of train dispatchers will be from senior relieving dispatcher to trick dispatcher, and from trick dispatcher to chief dispatcher.

The seniority of a train dispatcher will date from the time he was appointed a trick dispatcher, unless by his own request he takes another position in the service, under which circumstances his seniority as a train dispatcher will date from the time he was last appointed as a trick dispatcher. A train dispatcher will retain his seniority standing in the ranks of the agents and operators.

Relieving dispatchers will be appointed from telegraphers on the road, if available, in accordance with clause (c) of this article, and will be allowed sufficient time, without pay, to learn the work of train dispatching, under a regular trick dispatcher, such time not to exceed one week.

In the event of a vacancy occurring in a train dispatcher's position, or chief dispatcher's position, or a new train dispatcher's position created, the senior train dispatchers in order of seniority will have the refusal of the same.

ARTICLE III.

No telegrapher will be suspended (except for investigation), disciplined or discharged until his case has been investigated, and he has been proven guilty of the offense charged against him, the decision in such case to be arrived at within ten days from the date of his suspension. If a telegrapher is found blameless in the matter under investigation, he will be paid at schedule rates for the time lost and extra expenses while attending such investigation, if away from home, and be reinstated. If detained more than ten days awaiting such investigation at the commission's instance, he will be paid schedule wages for the time in excess of ten days, whatever the decision may be. Telegraphers may have the assistance of a co-telegrapher at investigation if they so desire.

A written statement setting forth the result of an investigation and the reasons thereof will be furnished by the commission to the local board of adjustment, if requested by it.

ARTICLE IV.

Lack of conveniences, such as school facilities, etc., will be taken into consideration in locating telegraphers; but only when this can be done without infringing on the rights of their seniors in the service.

ARTICLE V.

Telegraphers serving on boards of adjustment representing telegraphers will be relieved without unnecessary delay (such delay not to exceed ten days), and will be furnished free first-class transportation over this railway's line for such purpose.

ARTICLE VI.

Telegraphers will be granted free first-class transportation and leave of absence to attend their meetings, and the leave of absence will not exceed two days, and will only be granted when it will not interfere with the requirements of the traffic, and the service, provided the commission is not thereby put to additional expense.

ARTICLE VII.

When a telegrapher is transferred by order of the proper official, he will suffer no loss in schedule wages in consequence thereof, and will be allowed reasonable time (not to exceed four days, and without pay), to arrange for the shipment of his household effects.

ARTICLE VIII.

Telegraphers attending court or investigation at the request of the proper official of the commission, will have their extra expenses paid by the commission, in addition to their schedule wages.

ARTICLE IX.

Telegraphers required to work at wrecks, washouts and slides, will, in inclement weather, be provided with shelter and be paid necessary expenses while away from home.

ARTICLE X.

Telegraphers will not be required to teach telegraphy nor admit students, not members of the station staff, to their offices.

ARTICLE XI.

A telegrapher securing employment with the commission will within thirty days from the date of employment have returned to him all service cards and letters of recommendation which have been taken up by the commission, except any previously issued by the commission.

ARTICLE XII.

A telegrapher leaving the service of the commission will, on request, within five days, be furnished with a certificate by the proper official, stating term or terms of service, capacities in which employed, and whether discharged or leaving of his own accord. If discharged, cause of dismissal will be stated. If detained more than five days awaiting such certificate, he will be paid schedule wages for all time in excess of five days. Unless otherwise requested, this certificate will be mailed to the telegrapher at the place of last employment.

ARTICLE XIII.

(a) Telegraphers will be exempt from shoveling snow, stencilling cars, sifting coal ashes, tending flower gardens, scrubbing stations, cutting or piling wood, pumping engines, windmills, handling government mail, fires under tanks (except at New Liskeard),

signal levers (unless such are placed within the telegraph office), inspecting or icing refrigerator cars, filling or lighting heaters at junction, terminal or turn-around points, and points of transfer to or from boats and barges.

They will also be excused from putting freight in shed without proper assistance.

(b) Telegraphers will be exempt from lighting switch lamps at points where it can be done by other employees. At places where telegraphers are required to light switch lamps, they will be paid \$4.00 per month for six or less lights, and 50c per month for each additional light.

(c) Nothing in this article will relieve telegraphers from their responsibility under the rules. Telegraphers will keep train order signal clean, in good condition, and lighted when required, without extra compensation.

ARTICLE XIV.

At stations where agent's wages are based on free dwelling, light and fuel, the dwelling will be provided with a cellar, summer kitchen, well or cistern, and be reserved exclusively for the use of the agent and his family, unless he elects to reside elsewhere, and in the event of so electing, the day and night operator, respectively, will have the next offer of same.

When wood is supplied for fuel, it will be cut in lengths not exceeding twenty inches.

A telegrapher occupying one of the commission's dwellings, who is dismissed from the service, will be allowed to retain possession of the dwelling until he has been paid all moneys due him by the commission, and the commission will keep its dwelling in good repair. Occupants must keep such dwellings and their surroundings clean, and must pay for repairs other than those due to ordinary wear and tear.

ARTICLE XV.

When circumstances make it necessary for telegraphers to work on Sunday, they will be paid extra for such service at overtime rates as per clause (d) of Article XIX, with a minimum compensation of 50 cents for each call for which one hour's service, if required, shall be rendered. If called more than twice, he will receive a full day's pay.

Telegraphers will be notified Saturdays on leaving duty if they will be required for duty the following Sunday, except positions termed "operators and ticket clerks."

ARTICLE XVI.

Telegraphers will not be responsible for errors occurring in orders or instructions affecting the movement of trains which have been received or transmitted by telephone, until such time as proper telephone train dispatching equipment has been installed.

ARTICLE XVII.

Permanently located telegraphers required to do relief work will be allowed the salary of the telegrapher relieved, provided it is not less than his own, and expenses, as per Article XXVII, on production of voucher.

ARTICLE XVIII.

Railway telegraphers handling commercial telegraph or telephone business will be al-

lowed ten per cent commission on all Temiskaming and Northern Ontario Railway telegraph or telephone earnings, and on connecting lines with which we check direct.

The income accruing to the station on account of telegraph or telephone commissions will be equitably divided between the telegraphers performing the service, the agent to be entitled to not less than one-third of the total amount.

ARTICLE XIX.

(a) Ten consecutive hours' service, including meal hour, will constitute a day's work for all telegraphers, except North Bay "BY" office, where eight consecutive hours, without meal hour, will constitute a day's work. The hours of duty of all agents where there is no operator will commence between the hours of 7:00 a. m. and 9:00 a. m.

(b) Telegraphers working more than eight hours per day will be allowed sixty consecutive minutes in which to procure meals between the hours of 7:00 a. m. and 9:00 a. m., 12:00 noon and 2:30 p. m., 5:00 p. m. and 7:00 p. m., and midnight and 2:30 a. m., provided only one meal hour will be allowed. Nothing herein will prohibit a dispatcher from granting telegraphers two meal hours when kept on duty beyond their regular hours, the intention being to grant regular meal hours so far as the business of the commission will permit.

(c) No telegrapher will be required to work what is known as a "split trick", a meal hour not being considered a "split trick".

(d) Telegraphers will be allowed overtime at the rate of time and one-half, according to salary, based on twenty-six days per month, any portion of an hour, thirty minutes or over, will be counted as an hour, any portion less than thirty minutes will not be counted, except that telegraphers, when required to remain on duty after regular hours, if detained fifteen minutes, will be allowed one hour overtime for the first hour or any portion thereof.

(e) Telegraphers when called by proper authority for any purpose, before or after regular hours, will be paid a minimum of fifty cents for each call, but in no case will the compensation be less than for one hour's overtime, and if kept on duty longer than one hour, will receive overtime as per clause (d) hereof. When called more than once between the hours of 11:00 p. m. and 6:00 a. m., they will be paid continuous overtime from the time of the first call until finally relieved.

(f) The regular hours of duty will be specified by the superintendent of traffic in writing for all telegraphers. If required for service outside of these hours, telegraphers will be given an official order as authority and excused in the same manner.

(g) Overtime will not be allowed unless overtime tickets are mailed to the proper official within forty-eight hours from the time the service is performed. If overtime as claimed is not allowed, telegraphers will be notified in writing within ten days from the time such service is performed, setting forth the reason for the disallowance. Tele-

raphers will number overtime tickets consecutively for each month.

ARTICLE XX.

Eight consecutive hours' service will constitute a day's work for all train dispatchers.

Train dispatchers will not be required to do clerical work that will interfere with the proper handling of their trains.

ARTICLE XXI.

If a telegrapher considers himself overtaxed, his statement to that effect to the proper official will be carefully considered, and if found well founded relief will be granted.

ARTICLE XXII.

When the handling of express and commercial telegraph business (for which a commission payment is allowed) is withdrawn from any telegrapher, the wages will be adjusted to conform with that of similar stations in the same locality where such work is not performed by them, the salary adjustment to date from the time the commission was withdrawn.

ARTICLE XXIII.

When a telegrapher is assigned to a position, and, after a fair trial, is found incompetent, he will take his place on the extra list, retaining his seniority rights.

ARTICLE XXIV.

Train dispatchers will be allowed three weeks' leave of absence each year with full pay.

Other telegraphers, after one year's service, will be allowed two weeks' leave of absence each year with full pay, such pay to be withheld by the commission until telegrapher has returned from second vacation, and resumed duty. If the commission finds it inconvenient to grant leave of absence during any year to a telegrapher entitled to it under this rule, the telegrapher shall, at his option, receive either compensation at his regular salary for the period, or in the next year additional leave of absence for a like period.

Application for leave of absence filed in January of each year will be given the preference in order of seniority of applicants, and applicants will be advised in February of dates allotted them. January applicants will have preference over late applicants, and applicants after the thirtieth of September will not be entitled to salary compensation if the commission is unable to relieve them in that year.

The commission will, as far as practicable, relieve all applicants during the summer season, if so desired.

In the event of a telegrapher being discharged or leaving the service on proper notice, before the deferred leave of absence is obtained, he will be paid his salary for same.

ARTICLE XXV.

Telegraphers will be granted transportation of their household goods and passes or reduced rates and leave of absence in accordance with the general regulations of

the commission as established from time to time.

ARTICLE XXVI.

Applications may be made to the superintendent of traffic for the revision of schedule.

ARTICLE XXVII.

Relieving dispatcher\$135.00
Trick dispatcher (first and second yr.) 140.00
Trick dispatcher (after two years).... 160.00

Relieving dispatchers after one year's accumulative service as such will take the rating of a regular trick dispatcher. Relieving dispatchers will receive actual expenses, not to exceed one (\$1.00) dollar per day, when away from headquarters.

Relieving dispatchers, when not engaged as such, will be employed either at "RS" office or at North Bay "BY" office, in order of seniority.

The minimum monthly salaries for telegraphers other than train dispatchers will be as follows:

Agents \$85.00
Relieving agents 90.00
Operators 78.00
Linemen 90.00

Linemen will receive actual expenses, not exceeding one (\$1.00) dollar per day, when away from headquarters.

Relieving agents and operators will receive expenses at the rate of one (\$1.00) dollar per day for the first fourteen days, when relieving agent or operator on vacation. The same to apply at each station at which they work while away from headquarters.

Station and Position.	D. F. Rate per & L. Month.
North Bay (RS), operator.....No	\$105.00
(BY), first operator.....No	93.00
Second operator .....No	93.00
Third operator .....No	93.00
North Bay Junction, agent.....No	160.00
Widdifield, agent and operator...Yes	85.00
Tomiko, agent and operator...Yes	85.00
Night operator .....No	78.00
Redwater, agent and operator...Yes	85.00
Temagami, agent and operator...Yes	90.00
Latchford, agent and operator...Yes	100.00
Night operator .....No	78.00
Cobalt, agent .....Yes	*150.00
Day operator and ticket clk.No	103.00
North Cobalt, agent and opr....Yes	91.00
Halleybury, agent .....Yes	140.00
Day operator and ticket clk.No	94.00
New Liskeard, agent .....F.&L.	145.00
Day operator and ticket clk.No	90.00
Night operator .....No	78.00
Uno Park, agent and operator...Yes	85.00
Thornloe, agent and operator...Yes	85.00
Earlton Junction, agent and opr...Yes	100.00
Elk Lake, agent and operator...Yes	100.00
Heaslip, agent and operator...Yes	85.00
Englehart, agent .....Yes	125.00
Day operator and ticket clk.No	100.90
Night operator .....No	95.00
Charlton, agent and operator...Yes	95.00
Dane, agent and operator.....Yes	85.00
Swastika, agent and operator...Yes	100.00
Bourkes, operator .....No	78.00
Matheson, agent .....Yes	100.00
Night operator .....No	78.00

Station and Position.	D. F. Rate per & L. Month.
Porquis Junction, agent.....	Yes \$105.00
Day operator and ticket clk.No	90.00
Night operator	No 78.00
Iroquois Falls, agent	Yes 107.00
Operator	No 80.00
Porcupine, agent and operator..	Yes 95.00
South Porcupine, agent	Yes 120.00
Day operator and ticket clk.No	90.00
Schumacher, agent and operator..	Yes 105.00
Timmins, agent	Yes 135.00
Day operator and ticket clk.No	90.00
Night operator	No 80.00
Cochrane, agent	Yes *145.00
Day operator and ticket clk.No	103.00
Night operator	No 95.00

*Includes \$15.00 account manager, commercial telegraph.

Superintendent of traffic will be the judge in appointing the agent at North Bay Junction.

ARTICLE XXVIII.

Agent will be allowed \$15.00 per month, if dwelling, fuel and light are not allowed at any station, except stations so specified in Article XXVII.

ARTICLE XXIX.

There will be no change in the foregoing rules and wages, except on thirty days' notice.

(Signed) For the railway:

J. L. ENGLEHART,
Chairman.

W. H. MAUND,
Secretary-Treasurer.

W. A. GRIFFIN,
Superintendent of Traffic.

For the telegraphers:

R. WORKMAN,
Chairman Telegraphers' Committee.

Tennessee Central Railroad Company

H. W. STANLEY and W. K. McALISTER,
Receivers

The following rules and regulations will govern rates of pay and conditions of service of agent operators, telegraph operators, telephone operators and other employees specified herein, and will supersede rules and rates of pay inconsistent therewith.

No employee other than those covered by this schedule will be permitted to handle train orders at places where telegraphers are located, except in emergency.

ARTICLE I.

Promotion.

(a) Telegraphers will be regarded as in line for promotion, advancement depending on faithful, intelligent and courteous discharge of duty and capacity for greater responsibility. Preference for promotion shall be given to the employees who have been longed in the service, provided they are qualified.

(b) Telegraphers will be eligible for promotion to train dispatching, and station service positions, provided they are qualified.

(c) A telegrapher declining to accept promotion does not forfeit seniority.

ARTICLE II.

Seniority—Vacancies.

(a) Service age will be effective and will date from the last time entering the service as a telegrapher.

(b) Service age will apply when vacancies occur, new positions are created, or positions are abolished. Trading positions will not be permitted.

(c) New positions or permanent vacancies will be bulletined within five (5) days to all offices; within ten (10) days from date of bulletin employees desiring the position

will make application therefor; failing to do so, they will not be eligible for such position. Such position will be filled within thirty (30) days when practicable.

(d) Temporary positions or vacancies for a period of thirty (30) days or more will be bulletined to all extra telegraphers within two (2) days; the oldest extra operator desiring such position will be assigned to it within seven (7) days, provided he is competent, reliable and makes application for it within two (2) days from date of bulletin.

(e) When a temporary position or vacancy of less than thirty (30) days occurs, it shall be awarded to the oldest available telegrapher on extra board, provided he is competent in the judgment of the proper officer of the company.

(f) When positions are abolished or the force reduced, the telegrapher relieved, which in the case of reduction of force shall be the youngest man in the service in that particular office, shall have the privilege of asserting his seniority rights to any schedule position and will be required to select some position within thirty (30) days or go on the extra list; provided that he shall not displace any telegrapher who has been in the service over five years. In the event there are not any telegraphers in the service younger than five years, the youngest telegrapher in the service may be displaced. The man displaced by him to assert his seniority for position held by any junior telegrapher in point of service, and so on until the youngest man is relieved, or displaced men cease to assert the privilege.

(g) A telegrapher who accepts and is assigned to a bulletined position will not be eligible to the position vacated by him until it has been filled and re-bulletined.

(h) If a telegrapher assigned to a position becomes incapacitated or is unable to properly fill the position, he will, if retained, be assigned to the extra list and hold his seniority.

(i) Telegraphers laid off as provided in Section (f) of this article, will retain their service age, provided they respond within ten (10) days after notice, and will be given work when needed in preference to new men.

(j) Telegraphers who are dismissed and re-employed within six (6) months may not lose their service age, but if over six (6) months have elapsed after dismissal and before re-employment they will rank as new men; if cases are under consideration between officers of the company and the committee at the expiration of the six (6) months' period, time limit will be extended to cover such cases.

(k) The service age lists will be prepared by the superintendent in January and July of each year and sent to the chairman.

(l) Telegraphers who are absent when positions are bulletined and assignments made, may within ten (10) days after their return, assert their seniority and displace telegrapher assigned to such position. The telegrapher displaced will be permitted to return to the last position he held or go on extra list. Any other telegrapher displaced account such change will enjoy the same privilege.

(m) Employees occupying positions when they are first placed in the schedule will not be displaced by reason of their service age.

ARTICLE III.

Hours of Service—Meal Hours—Overtime.

(a) At offices where but one agent operator or operator is employed, twelve (12) consecutive hours, unless otherwise specified in the wage schedule, commencing between 6:00 and 8:00 a. m. or p. m., including meal hour, will constitute a day's work. When it can be arranged without detriment to the service, agent operators or operators may be relieved by train dispatcher before the expiration of the twelve (12) hour period.

(b) At offices where two (2) or more telegraphers who handle train orders are employed, nine (9) consecutive hours will constitute a day's work.

(c) Nine (9) consecutive hours will constitute a day's work for telegraphers in dispatchers' offices.

(d) Eight (8) hours will constitute a day's work for telegraphers working split tricks at any office. No trick will be split more than once.

(e) Telegraphers assigned to tricks in excess of nine (9) hours per day will be allowed one (1) hour between 11:30 a. m. and 1:30 p. m., or 11:30 p. m. and 1:30 a. m. for meals, but before leaving their offices they must obtain permission from the train dispatcher to do so. When the time above mentioned cannot be allowed for meals, they shall be paid for one (1) hour at overtime rates and allowed sufficient time to get lunch at the first opportunity.

(Note—This article does not apply to employees who are not required to perform

telegraph service, but they will be given sufficient time to get meals.)

(f) Telegraphers required to remain on duty by instructions of the train dispatcher in excess of their regular established hours will be paid overtime.

(g) For emergency calls, after being relieved, telegraphers will be paid fifty (50c) cents for the call and first hour, and regular overtime rate thereafter for each hour held.

(h) In computing overtime, anything less than thirty (30) minutes will not be counted; thirty (30) minutes and less than sixty (60) minutes will be counted one (1) hour.

(i) Overtime will be paid for at the rate of thirty (30c) cents per hour.

(j) Overtime will not be allowed unless claim is forwarded to the chief train dispatcher within forty-eight (48) hours after the overtime is made; if not allowed, the claimant will be promptly notified.

ARTICLE IV.

Emergency Work.

Telegraphers performing duties at wrecks, washouts, slides or other similar emergency office, will receive a minimum of \$2.50 per day of nine (9) hours or less, and overtime at regular overtime rates. Time to be computed from time they start until they return, except for such time as they may be relieved from duty; provided, however, they shall not at the same time receive compensation for their duty at their regular offices.

ARTICLE V.

New Offices.

(a) When new positions are created or new offices established, compensation will be fixed in conformity with the rates of pay of similar positions.

ARTICLE VI.

Attending Court.

Telegraphers attending court at request of the company shall be allowed net compensation which would have been earned by them at their station, with necessary expenses while they are away from home.

ARTICLE VII.

Sunday Duty.

Telegraphers will be excused from Sunday and holiday duties as much as the conditions of business will permit and without reduction of pay.

ARTICLE VIII.

Commissions.

At stations where express or telegraph commissions are being paid, no reduction in the percentage will be made, except on thirty (30) days' notice and by agreement between both parties.

ARTICLE IX.

Service Record Letter.

Telegraphers who have been in the service sixty (60) days or more, will, when leaving the service, be furnished upon request, a letter from the proper official stating term of service, capacity in which employed and whether discharged or leaving the service of their own accord.

ARTICLE X.

Students.

Telegraphers will not be required to teach telegraphy nor admit students to their offices, nor will telegraphers teach telegraphy without permission from the company.

ARTICLE XI.

Operating Pumps.

Telegraphers who are required to operate pumps will receive \$10.00 per month extra compensation. Where it is possible to do so, telegraphers will be relieved from this work.

ARTICLE XII.

Attending Switch Lights.

(a) At stations where section men reside, or porters or helpers are employed, telegraphers will not be required to tend switch lights, but they will see that they are kept burning.

(b) At stations where telegraphers are required to care for switch lights they will be allowed fifty (50c) cents per light per month.

ARTICLE XIII.

Transfers—Transportation.

(a) When a regularly assigned employee is temporarily transferred to a position paying a lower rate of pay than his regular assignment, he will be paid at the schedule rate of his regular wages; when transferred temporarily to a position paying a higher rate of pay, he will be paid at the rate of wages applying to such position; when a regularly assigned employee is transferred from his regular position to another position to work extra, he will be paid one (\$1.00) dollar per calendar day for expenses in addition to his regular schedule rate of pay. Telegraphers so transferred will suffer no loss of time in making the transfer.

(b) Telegraphers transferred will be furnished free transportation for themselves, dependent members of their families, and household goods; when possible to do so, transfer will be arranged so as to avoid loss of time.

ARTICLE XIV.

Discipline.

(a) Telegraphers will not be suspended or dismissed from the service without an investigation, which will be made, if practicable, within five (5) days; they will have the privilege of taking with them an employee in similar class of service, provided he is in good standing. If found blameless, they will be reinstated and paid for time lost; if suspended or dismissed, they will be advised as to the cause.

(b) Employees called upon to testify in the investigation of cases in which they are not in any way concerned, will be paid for time lost.

(c) An employee feeling an injustice has been done him may submit his case for review and shall have the privilege of appealing to the next ranking officer; provided such appeal is made within ten (10) days after decision is rendered. Appeal to be made in writing.

ARTICLE XV.

Leave of Absence.

Leave of absence will be granted, when practicable, upon proper request.

ARTICLE XVI.

Schedule Change.

Thirty (30) days' notice will be given of any contemplated change in these rules and regulations.

H. R. MANBY, Superintendent.

Approved:

H. W. STANLEY,

W. K. McALISTER,

Receivers.

Accepted for telegraphers,

C. C. WIMSETT, Chairman.

WAGE SCALE.

Station and position.	Rate Per Month.
Emory Gap, operator clerk.....	\$ 70.00
Operator clerk	55.00
Rockwood, agent	100.00
Operator clerk.....	50.00
Waldensia-Ozone, agent operator.....	62.50
Crab Orchard, agent operator.....	52.50
Dorton, agent.....	45.00
Crossville, agent operator.....	65.00
Operator clerk.....	50.00
Isoline, agent operator.....	52.50
Mayland, agent operator.....	55.00
Monterey, agent	85.00
Operator clerk.....	60.00
Operator clerk.....	65.00
Operator clerk.....	60.00
Crawford, agent operator.....	60.00
Wilder, agent operator.....	55.00
Davidson, agent operator.....	100.00
Algood, agent	75.00
Operator clerk.....	50.00
Cookeville, agent	75.00
Operator clerk.....	50.00
Operator clerk.....	50.00
Double Springs, agent.....	30.00
Baxter, agent operator.....	55.00
Silver Point, operator clerk.....	50.00
Buffalo Valley, agent operator.....	50.00
Carthage Junction, agent operator.....	52.50
Operator	50.00
Gordonsville, agent.....	35.00
Carthage, agent operator.....	62.50
Operator clerk	50.00
Hickman, agent.....	25.00
Brush Creek, agent operator.....	50.00
Watertown, agent	65.00
Operator clerk.....	52.50
Operator clerk.....	52.50
Lebanon, agent.....	110.00
Operator clerk	85.00
Operator clerk.....	55.00
Mt. Juliet, agent operator.....	50.00
Southern Junction, operator.....	62.00
Operator	62.00
Dispatcher's Office, operator clerk.....	95.00
Ashland City, agent operator.....	65.00
Clarksville, operator clerk.....	65.00

The Texas & Pacific Railway

J. L. LANCASTER and PEARL WIGHT, Receivers

(EFFECTIVE AUGUST 1, 1917.)

ARTICLE I.

Employees Included.

This schedule applies to all telegraph operators, excepting managers "GO" Dallas, "AF" Marshall, "FH" New Orleans, telephone operators who handle train orders, and to all agents who are required to perform telegraph service; also to the following exclusive agents: The positions marked with an asterisk will be bulletined only, so that competent employees may enjoy promotion, and agents and telegraph operators feeling competent may apply for same, which applications will be given careful consideration, but such appointment will rest with the company. Applicants for managership "NY" Fort Worth must qualify with the superintendent of telegraph before being accepted.

Exclusive agents are not subject to nor affected by the provisions of articles covering hours of service, meal hour, overtime and transfers.

Fort Worth Division.

*Clarksville	Pilot Point
*Denison	*Whitesboro
*Bonham	Strawn
*Denton	*Weatherford
Tioga	*Mingus
Aubrey	*Cisco
Collinsville	*Honey Grove

Eastern Division.

Arlington	Edgewood
*Wills Point	*Terrell
*Grand Saline	*Longview
Forney	*Atlanta
*Jefferson	Cypress
South Mansfield	Natchitoches

Rio Grande Division.

*Baird	Midland
*Sweetwater	*Pecos
Colorado	Merkel
*Big Spring	*Roscoe

Louisiana Division.

*Boyce	*Addis
Lecompte	New Roads
*Bunkie	*White Castle
*Melville	*Donaldsonville
*Crowley	*Plaquemine
*Opelousas	

ARTICLE II.

Seniority and Promotion.

(a) Employees will be regarded in line of promotion and advancement dependent upon faithful discharge of duty and capacity for increased responsibility. Where these, in the judgment of the company, are sufficient, seniority will have preference. An employee making application for a vacancy or newly created position to which his seniority entitles him will, if not assigned to such position, be given the reason in writing, if requested.

(b) When an employee is transferred or promoted and after a fair trial is found incapable, he will take his place on the extra list, retaining his seniority rights.

(c) An employee declining promotion to any position does not forfeit seniority rights.

(d) Except as provided in Article XVI-B, seniority will date from date of last entering the service of the company in this department, and will extend over superintendent's division on which employed. On terminals, division seniority will follow the jurisdiction of division superintendent, except open positions in "NY" Ft. Worth office will be bulletined and subject to bids from telegraphers on Eastern and Ft. Worth Divisions.

(e) All offices under jurisdiction of superintendent of telegraph shall maintain separate seniority without regard to any superintendent's operating division; telegraph operators promoted to either of these offices shall retain rights on the division from which promoted. The superintendent of telegraph or authorized representative shall select telegraph operators for service in these offices. Telegraph operators desiring positions in these offices are expected to file applications for same with the superintendent of telegraph, and these applications will be considered as vacancies occur or additions are made to the force.

(f) Seniority will be effective only when vacancies occur or new positions are created. Vacancies and new positions will be advertised promptly to all offices on the division on which they occur and will be filled according to paragraph (a). Vacancies will not be filled permanently sooner than ten days, but will be filled within thirty days.

(g) Senior extra telegraphers will be used in preference to junior extra telegraphers; provided, however, no junior extra telegrapher shall be displaced by a senior extra telegrapher until the junior telegrapher has held the job on which he is then engaged ten days.

(h) When a regular position is abolished, the employee relieved shall have the privilege of asserting his seniority rights to any schedule position on the division, and will be required to select some position within thirty days, or go on the extra list; provided that he shall not displace any telegrapher who has been in the service over three years. The man displaced by him to assert his seniority to position held by any junior telegrapher in point of service, and so on until the youngest man is relieved, or displaced men cease to assert the privilege.

(i) Seniority lists of telegraphers will be furnished by the superintendent of each division to local chairmen of each division in January and July of each year.

(j) Trading positions will not be permitted; provided at points where two or more telegraphers are employed, when temporary vacancies occur, office seniority will be permitted if desired; the relief man tak-

ing the less desirable position. This change will not impose any additional expense on the company.

(k) An employee covered by this agreement, on account of ill-health of themselves or families, may transfer from one division to another, with the approval of the company. In such cases the telegrapher making the transfer will go on the extra list, but will retain one-half of his seniority rights, and will have the right to file into bulletined positions as per Articles I and II.

ARTICLE III.

Grievances and Appeals.

(a) An employee covered by this agreement will not be suspended or discharged without just cause. If he considers the discipline unjust he has the right, within five days of the date of the decision, to make a written statement of his case to the superintendent, and in five days after the receipt of such statement will be given a hearing, at which he may have one or more employees (but not more than three) of his own selection present.

(b) In case he is dissatisfied with the decision he shall have the right, within a period of five days, to appeal to the next superior officer, who will grant a hearing within five days from receipt of such an appeal, and so on.

(c) In the event the charges against him are not sustained, he will be reinstated and paid for all time lost.

ARTICLE IV.

Hours of Service.

(a) At points where one employee covered by this agreement is employed, eleven consecutive hours, commencing between 6:00 and 8:00 o'clock, day or night, and including the meal hour, will constitute a day's work.

(b) At points where two or more employees covered by this agreement are employed, nine consecutive hours will constitute a day's work, except in terminal offices, dispatchers' offices, division points, relay and general offices, and at points where three straight telegraphers are located, eight hours will constitute a day's work. Said eight hours must not be split more than once.

ARTICLE V.

Meal Hours.

Employees covered by this agreement whose hours of duty are more than nine per day, will be allowed sixty consecutive minutes, day or night, for meals, commencing between 11:30 o'clock and 12:30 o'clock. If not relieved within the time specified, one hour overtime will be allowed. When meal hour is missed thirty minutes will be allowed at first opportunity for meals. Employees whose hours of duty are nine will be allowed thirty minutes for lunch.

ARTICLE VI.

Overtime.

(a) When employees covered by this agreement are required to remain on duty in the performance of any service required by the company in excess of the regular number of hours constituting a day's work,

they will be paid overtime at the regular overtime rate.

(b) Except as provided in paragraphs (c) and (d) of this article, the regular overtime rate will be 35 cents per hour. When the regular rate is higher, overtime will be paid pro rata.

(c) When an employee covered by this agreement is called or instructed to come on duty between the hours of 9:00 p. m. and 6:00 a. m., he shall receive 60 cents for the first hour or fraction thereof, and regular rate of overtime for all time held after the first hour.

When called or instructed to come on duty other than between the hours above specified, will be allowed 50 cents for the first hour or fraction thereof, and regular overtime rates for all time held after the first hour. When the regular rate is higher overtime will be paid pro rata.

(d) Doubling will be paid for at regular overtime rates. Service performed at accidents, washouts or temporary offices, will be paid for at regular overtime rates, time to be computed from the time called until returned; provided pro rata overtime shall apply in all cases when higher than regular rate.

(e) In computing overtime less than thirty minutes will not be counted; thirty minutes and over, and less than sixty minutes, will be counted as one hour.

(f) Employees will be notified within ten days when claims for overtime compensation are not allowed.

ARTICLE VII.

Transfers.

(a) An employee covered by this agreement transferred by the direction of an officer of the company, or to accept an advertised position, will, upon proper application, be furnished free transportation for himself, family and household goods to a reasonable extent, where it can be legally done; and such employee will suffer no loss of pay while in transit and making such transfer.

Rate of pay to be based on position from which transfer is made.

(b) When an employee covered by this agreement is temporarily transferred to a position paying a lower rate than his regular assignment, he will be paid at a rate of his regular wages; when temporarily transferred to a position paying a higher rate, he will be paid at the rate applying to such position.

ARTICLE VIII.

Leave of Absence.

Telegraphers elected as representatives of the system division, employed on any part of the system covered by this agreement, will be granted leave of absence and relieved without delay, to attend to any business in connection therewith, and will be furnished transportation over the lines covered by this agreement; necessary leave of absence will be granted in case of official promotion either with the company or Order of Railroad Telegraphers. Other leaves of absence will not be granted to exceed ninety days, except in cases of sickness or disability, leave will be extended as may be necessary up to twelve months.

ARTICLE IX.**Sunday and Legal Holiday Service.**

(a) On Sunday three consecutive hours' service performed in "GO" office Dallas, and "FH" office New Orleans, will constitute a day's work.

(b) Telegraphers will be excused from Sunday and holiday duties as much as conditions of business will permit.

(c) At stations where the agent is also the telegrapher, and where no other telegraphers are employed, agent will not be required to work more than six hours in the aggregate on Sunday; Sunday hours to be within the spread of the assigned work day hours; if required by competent authority to work more than six hours, overtime at regular rate as per Article VI, paragraph (b), will be allowed for the hours worked in excess of six.

ARTICLE X.**Relief Work.**

Regularly assigned telegraphers will not be required to perform relief work except in cases of emergency, and in consequence thereof will suffer no reduction in their regular compensation; will be allowed \$1.00 per day for expenses while away from their regular assigned positions.

ARTICLE XI.**Switch Lights.**

Employees covered by this agreement required to attend switch lights shall receive \$5.00 per month extra compensation for same.

ARTICLE XII.**Pumps.**

Employees covered by this agreement required to run pumps will be allowed \$10.00 per month for such work in addition to their regular pay.

ARTICLE XIII.**Cleaning Buildings, Cars, Outhouses and Batteries.**

(a) Employees covered by this agreement will not be required to clean local and main line batteries where more than eight cells are located, but will, until lineman arrives, draw off solution when too strong, and supply cells with water and vitrol when needed.

(b) Employees covered by this agreement will not be required to scrub floors, clean outbuildings, bed or clean box and stock cars, but will see that their stations are kept neat and clean.

ARTICLE XIV.**Attending Court.**

Employees covered by this agreement, required by the instruction of an officer of the company to attend court or investigations, will be paid their regular wages for all time lost, and actual expenses while away from home.

ARTICLE XV.**Bond Premiums.**

The company will pay premiums on bonds required of employees covered by this agreement, in the handling of company business.

ARTICLE XVI.**Accepting Official Positions.**

(a) Any employee covered by this agreement accepting an official position with this company, or with the Order of Railroad Telegraphers, and assigned to service in connection with the Texas & Pacific Railway, will retain his rights on his division, and to the position he vacates, during the incumbency of the official position.

(b) Any employee covered by this agreement accepting a position on his division as trick dispatcher, clerk to chief dispatcher, exclusive agency not covered by this agreement, cashier or chief clerk to station agent, will retain seniority rights up to the time of accepting such position. If he desires to again re-enter the service in this department, he will file into bulletined positions as per Article II, paragraph (f), or take his place on the extra list. Provided a telegrapher covered by this agreement may accept temporary dispatching for a period not to exceed six months without impairing his seniority and will retain rights to the position he vacates.

ARTICLE XVII.**Service Letters.**

Telegraphers who have been in the service sixty days or more will, when leaving the service, be furnished, upon request, a letter from the proper official, stating term of service, capacity in which employed, and whether discharged or leaving the service of their own accord.

ARTICLE XVIII.**Positions and Rates of Pay.**

Positions and rates of pay covered by this agreement, as per Article I, will be shown in the subjoined wage scale.

ARTICLE XIX.**Additional Positions.**

When additional positions are created, compensation will be fixed in conformity with positions of same class.

ARTICLE XX.**Copy of Agreement to Be Furnished.**

The company will furnish each employee with copy of this agreement and all amendments and supplements thereto.

ARTICLE XXI.**Standard Time Pieces.**

Telegraphers will be exempt from provisions of Circular No. 3, February 1st, 1917.

ARTICLE XXII.**Additional Help.**

When an employee covered by this agreement considers himself overworked, and complains to the proper officer, it will be carefully considered, and if well-founded, relief will be granted.

ARTICLE XXIII.**Duration of Schedule.**

The parties hereto mutually agree that the above agreement and subjoined wage scale, as to rules and rate of pay, be effective as of August 1st, 1917, and shall con-

tinue in force for one year from that date, and thereafter subject to thirty days' notice by or to said railroad; but such notice may be given before the expiration of said year.

WAGE SCALE.

LOUISIANA DIVISION.

Station and Position.	Rate Per Month.
New Orleans (DS), operator.....	\$102.50
Operator	102.50
Operator	102.50
Waggaman, agent operator.....	87.50
Operator	80.00
Operator	80.00
Luling, agent operator.....	75.00
Operator	75.00
Operator	75.00
Hahnville, agent operator.....	75.00
Killona, agent operator.....	75.00
Edgard, agent operator.....	75.00
Operator	75.00
Vacherie, agent operator.....	96.50
Operator	75.00
St. James, agent operator.....	87.50
Operator	75.00
Operator	75.00
Burton, agent operator.....	85.00
Donaldsonville, agent	110.00
Operator	90.00
Operator	88.00
Operator	88.00
McCall, agent operator.....	75.00
White-Castle, agent	90.00
Operator	77.00
Operator	75.00
Operator	75.00
Bayou Goula, agent operator.....	75.00
Plaquemine, agent	110.00
Operator	90.00
Operator	75.00
Operator	75.00
Addis, agent	130.00
Manager	102.50
Operator	92.00
Operator	92.00
Grosse Tete, agent operator.....	77.50
Operator	75.00
Operator	75.00
Rosedale, agent operator.....	75.00
Maringouin, agent operator.....	82.50
Operator	75.00
Operator	75.00
Fordoché, agent operator	78.00
Operator	75.00
Operator	75.00
Melville, agent	105.00
Operator	75.00
Operator	77.00
Operator	77.00
Palmetto, agent operator.....	75.00
Operator	75.00
Operator	75.00
Rosa, agent operator.....	75.00
Morrows, agent operator.....	88.00
Operator	75.00
Operator	75.00
Operator	75.00
Bunkie, agent	125.00
Operator	79.00
Operator	77.00
Operator	75.00
Meekers, agent operator.....	75.00
Leocompte, agent operator.....	85.00
Operator	77.00

Station and Position.	Rate per Month.
Lamorie, agent operator.....	\$ 75.00
Moreland, agent operator.....	75.00
Operator	75.00
Operator	75.00
Alexandria (WH) Office, operator....	92.00
Operator	92.00
Operator	92.00
Alexandria (X) Office, operator.....	92.00
Operator	92.00
Operator	92.00
Boyce, agent	110.00
Operator	95.00
Operator	92.00
Operator	92.00

La Fourche Branch.

Belle Alliance, agent operator.....	\$ 70.00
Flattenville, agent operator	70.00
Ratliff, agent operator	75.00
Chula, agent operator	70.00
Roger, agent operator	70.00
Thibodaux, agent operator	90.00

Napoleonville Branch.

Paincourtville, agent operator.....	\$ 70.00
Napoleonville, agent operator	77.00

Port Allen Branch.

Port Allen, agent operator	\$100.00
Lobdell, agent operator	70.00
Chamberlin, agent operator	74.00
Glynn, agent operator	75.00
New Roads, agent	90.00
Operator	77.00
Morganza, agent operator.....	75.00
Batchelor, agent operator	75.00
Lettsworth, agent operator	70.00
Torras, agent operator	75.00
Black Hawk, agent operator	67.50
Shaw, agent operator	67.50
Deer Park, agent operator	71.00
Jeffris, agent operator	72.00

Opelousas Branch.

Port Barre, agent operator.....	\$ 67.00
Opelousas, agent	125.00
Church Point, agent operator	83.00
Branch, agent	40.00
Rayne, agent operator	92.50
Crowley, agent	102.00

Avoyelles Branch.

Evergreen, agent operator.....	\$ 68.00
Cottonport, agent operator	85.00
Moxeauville, agent operator	70.00
Hamburg, agent operator	62.00
Simmesport, agent operator	67.00
Woodside, agent operator	67.00
Longbridge, agent operator	68.00
Mansura, agent operator	70.00
Marksville, agent operator	85.00

Eunice Branch.

St. Landry, agent operator.....	\$ 67.00
Villé Platte, agent operator.....	80.00
Chataignier, agent operator	67.00
Eunice, agent operator.....	112.50

EASTERN DIVISION.

Main Line.

Station and Position.	Rate per Month.
Chopin, agent operator.....	\$ 75.00
Derry, agent operator	80.00

Station and Position.	Rate per Month.	Station and Position.	Rate Per Month.
Cypress, agent	\$ 80.00	Edgewood, agent operator	\$ 95.00
Operator	81.70	Operator	75.00
Operator	77.70	Operator	75.00
Operator	77.70	Wills Point, agent	105.00
Provencal, agent operator	92.00	Operator	84.00
Victoria, agent operator	75.00	Operator	84.00
Robeline, agent operator	95.00	Operator	84.00
Marthaville, agent operator	80.00	Elmo, agent operator	75.00
Sodus, agent operator	105.00	Terrell, agent	132.50
Operator	77.56	Operator	80.00
Operator	75.00	Operator	75.00
Pelican, agent operator	77.56	Operator	75.00
Oxford, agent operator	75.00	Lawrence, agent operator	75.00
South Mansfield, agent	130.00	Forney, agent	103.00
Operator	79.00	Operator	75.00
Grand Cane, agent operator	92.00	Operator	75.00
Gloster, agent operator	79.00	Operator	75.00
Keithville, agent operator	70.00	Mesquite, agent operator	82.00
Shreveport (SH), operator	85.00	Operator	75.00
Reisor, agent operator	78.00*	Fair Grounds, operator	75.00
Operator	77.50	Operator	75.00
Operator	77.50	Operator	75.00
Greenwood, agent operator	70.00	Dallas (AS), operator	91.00
Waskom, agent operator	87.50	Operator	91.00
Operator	75.00	Operator	91.00
Operator	75.00	Browder, operator	75.00
Jonesville, agent operator	75.00	Operator	75.00
Scottsville, agent operator	77.50	Operator	75.00
Sulphur, agent operator	76.00	Eagle Ford, agent operator	92.00
Queen City, agent operator	76.00	Grand Prairie, agent operator	85.00
Springdale, operator	75.00	Swope, operator	75.00
Atlanta, agent	108.00	Arlington, agent	103.00
Operator	77.00	Operator	77.00
Operator	77.00	Handley, agent operator	75.00
Operator	77.00	Manchester, operator	75.00
Bivins, agent operator	75.00		
Kildare, agent operator	75.00		
Operator	75.00		
Lodi, agent operator	76.00		
Jefferson, agent	125.00		
Operator	77.00		
Operator	77.00		
Operator	77.00		
Woodlawn, operator	75.00		
Operator	75.00		
Abneys, operator	75.00		
Operator	75.00		
Hallsville, agent operator	80.00		
Operator	75.00		
Operator	75.00		
Longview Junction, manager	100.00		
Operator	94.00		
Operator	94.00		
Operator	94.00		
Longview, agent	150.00		
Gladewater, agent operator	85.00		
Operator	75.00		
Operator	75.00		
Big Sandy, agent	115.00		
Operator	87.00		
Operator	82.00		
Operator	82.00		
Hawkins, agent operator	78.00		
Bryan, operator	75.00		
Lake Fork, operator	75.00		
Mineola, manager	95.00		
Operator	92.50		
Operator	92.50		
Operator	90.00		
Grand Saline, agent operator	140.00		
Operator	75.00		
Operator	75.00		
Operator	75.00		

Natchitoches Branch.

Natchez, agent operator	\$ 70.00
Natchitoches, agent	117.00
Operator	70.00
Powhattan, agent operator	71.00
Lake Emd, agent operator	71.00
Hanna, agent operator	70.00
Armistead, agent operator	70.00
Gahagan, agent operator	70.00
Grand Bayou, agent operator	77.50
Operator	70.00
Westdale, agent operator	70.00
Howard, agent operator	70.00
Casplana, agent operator	70.00
Gayles, agent operator	70.00
Lucas, agent operator	70.00
Operator	70.00
Cut Off Junction, operator	72.50

T. S. & N. Branch.

Fouke, agent operator	\$ 73.50
Doddridge, agent operator	73.50
Ida, agent operator	77.50
Mira, agent operator	73.50
Hosston, agent operator	77.50
Gilliam, agent operator	75.00
Belcher, agent operator	77.50
Uni, agent operator	57.00
Dixie, agent operator	72.50

FORT WORTH DIVISION.

Station and Position.	Rate per Month.
Nash, agent operator	\$ 77.50
Hooks, agent operator	78.50
New Boston, agent operator	100.00
Dekalb, agent operator	95.00

SCHEDULES AND WAGE SCALES.

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Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Avery, agent operator.....	\$ 85.00	(FN), operator.....	\$ 95.00
Annona, agent operator.....	90.00	Operator.....	95.00
Clarksville, agent.....	135.00	Operator.....	95.00
Operator.....	73.50	Benbrook, agent operator.....	77.50
Operator.....	75.00	Iona, operator.....	75.00
Bagwells, agent operator.....	73.50	Aledo, agent operator.....	78.50
Detroit, agent operator.....	92.50	Weatherford, agent.....	130.00
Blossom, agent operator.....	90.00	Operator.....	87.50
Paris, operator.....	87.50	Operator.....	83.50
Operator.....	83.50	Operator.....	83.50
Operator.....	83.50	Millsap, agent operator.....	80.00
Brookston, agent operator.....	78.50	Brazos, agent operator.....	77.50
Petty, agent operator.....	82.50	Operator.....	75.00
Honey Grove, agent.....	135.00	Operator.....	75.00
Operator.....	78.50	Santo, agent operator.....	80.00
Windom, agent operator.....	85.00	Gordon, agent operator.....	80.00
Dodds, agent operator.....	85.00	Mingus, agent.....	115.00
Bonham, agent.....	137.50	Operator.....	87.50
Operator.....	87.50	Operator.....	87.50
Operator.....	83.50	Operator.....	87.50
Operator.....	83.50	Strawn, agent.....	95.00
Ector, agent operator.....	78.50	Operator.....	75.00
Savoy, agent operator.....	78.50	Operator.....	75.00
Bells, operator.....	87.50	Ranger, agent operator.....	90.00
Operator.....	75.00	Operator.....	75.00
Operator.....	75.00	Operator.....	75.00
Denison, agent.....	135.00	Operator.....	75.00
Operator.....	82.50	Eastland, agent operator.....	90.00
Sherman, operator.....	92.50	Operator.....	75.00
South Mayde, agent operator.....	78.50	Cisco, agent.....	130.00
Whitesboro, agent.....	135.00	Operator.....	77.50
Manager.....	96.50	Operator.....	77.50
Operator.....	90.00	Operator.....	77.50
Operator.....	85.00	Putnam, agent operator.....	80.00
Operator.....	85.00		
Collinsville, agent.....	97.50		
Operator.....	76.00		
Operator.....	75.00		
Tioga, agent.....	92.50		
Operator.....	76.00		
Operator.....	75.00		
Operator.....	75.00		
Pilot Point, agent.....	115.00		
Operator.....	79.50		
Operator.....	75.00		
Aubrey, agent.....	100.00		
Operator.....	76.00		
Operator.....	75.00		
Mingo, operator.....	75.00		
Operator.....	75.00		
Denton, agent.....	135.00		
Operator.....	88.50		
Operator.....	84.50		
Operator.....	84.50		
Argyle, agent operator.....	78.50		
Operator.....	76.00		
Roanoke, agent operator.....	87.50		
Operator.....	76.00		
Operator.....	75.00		
Keller, agent operator.....	78.50		
Watauga, agent operator.....	82.00		
Operator.....	76.00		
St. L. SW. Crossing, agent operator..	78.00		
Operator.....	78.00		
Operator.....	78.00		
Belt Junction, operator.....	78.00		
Operator.....	78.00		
Operator.....	78.00		
Ft. Worth (FC), operator.....	97.50		
Operator.....	97.50		
Operator.....	97.50		

RIO GRANDE DIVISION.

Station and Position.	Rate per Month.
Baird, agent.....	\$125.00
Operator.....	92.50
Operator.....	92.50
Operator.....	92.50
Clyde, agent operator.....	87.00
Abilene, operator.....	79.50
Operator.....	77.50
Operator.....	77.50
Tye, agent operator.....	77.50
Merkel, agent.....	115.00
Operator.....	75.00
Operator.....	75.00
Trent, agent operator.....	87.00
Eskota, agent operator.....	83.00
Sweetwater, agent.....	150.00
Operator.....	82.50
Operator.....	80.00
Operator.....	80.00
Roscoe, agent.....	108.50
Operator.....	81.50
Operator.....	75.00
Loraine, agent operator.....	87.00
Colorado, agent.....	122.00
Operator.....	81.50
Operator.....	77.50
Operator.....	77.50
Westbrook, agent operator.....	82.00
Iatan, agent operator.....	82.00
Coahoma, agent operator.....	82.00
Big Spring, agent.....	110.00
Operator.....	95.00
Operator.....	93.00
Stanton, agent operator.....	90.00

Station and Position.	Rate per Month.
Midland, agent	\$132.50
Operator	89.50
Operator	89.50
Operator	89.50
Odessa, agent operator	92.50
Operator	87.50
Monahans, agent operator	90.00
Operator	87.50
Operator	87.50
Pyote, agent operator	90.00
Barstow, agent oprator	92.50
Pecos, agent	137.50
Operator	89.00
Operator	89.00
Toyah, operator	93.00
Operator	93.00
Operator	93.00
Kent, agent operator	90.00
Van Horn, agent operator	100.00
Operator	87.50
Operator	87.50
Allamore, agent operator	87.50
El Paso, operator	105.00
Operator	105.00
Operator	105.00

OFFICES UNDER SUPERINTENDENT TELEGRAPH.

Office and Position.	Rate per Month.
Dallas (GO), chief operator	\$110.00
Operator	105.00
Operator	105.00
Operator	105.00
Operator	105.00
Operator	105.00
Operator	105.00

Office and Position.	Rate per Month.
Ft. Worth (NY), manager	\$129.00
Night chief operator	100.00
Operator	97.50
Operator	97.50
Operator	97.50
Operator	97.50
Operator	97.50
(Q), operator	100.00
Marshall (AF), wire chief	107.00
Assistant wire chief	107.00
Operator	102.50
Operator	94.00
Operator	94.00
Operator	90.00

FRANK TREMBLE,
Superintendent of Telegraph.

Approved:

J. H. ELLIOTT,
General Manager.

For the Telegraphers:

R. O. RUTHVEN,
Acting General Chairman.

R. E. CECIL,
J. P. ABNEY,
G. S. LITTLEFIELD,
Committee.

Toledo, St. Louis & Western Railroad Company

WALTER L. ROSS, Receiver

(EFFECTIVE DECEMBER 1, 1917.)

ARTICLE I.

All employees performing the duties of a telegrapher, including agent-telegraphers performing combined duties, and telephone operators handling train orders, also such station agents and other employees as are specified in the wage scale, will be considered telegraphers within the meaning of this agreement.

ARTICLE II.

When new positions are created these rules and regulations will apply to them, and in fixing compensation similar positions, responsibilities and salaries will be considered.

ARTICLE III.

The rights of promotion for telegraphers will extend over the line as a unit. To obtain promotion, faithful, intelligent and courteous discharge of duty and capacity for greater responsibility will govern. Ability being sufficient, men longest in continuous service will have preference. In event the

oldest employe is not assigned, he shall have the right to appeal.

ARTICLE IV.

In case of reduction of force, the youngest assigned telegrapher will be reduced first. In re-employing such men seniority will govern, subject to the provisions of Article III.

ARTICLE V.

All vacancies will be bulletined within five days to all employees, and no positions filled permanently within less than ten days after issuance of bulletin, but will be filled within thirty days. When transferred, and after a fair trial telegraphers are found incapable, they will be assigned to the extra list, retaining their seniority.

ARTICLE VI.

Seniority will be effective only when vacancies occur or new positions are created, and will be effective from the date last entering the service.

A telegrapher shall not be eligible to return to a position vacated by him until same shall have been advertised a second time, unless there are no other applicants.

Telegraphers declining promotion do not forfeit seniority rights to this or any other position when a vacancy occurs.

Telegraphers leaving the service forfeit all seniority rights and will be re-employed only as new men. Trading positions will not be permitted.

ARTICLE VII.

Seniority lists will be prepared and furnished to all employees by the general superintendent semi-annually.

ARTICLE VIII.

Telegraphers will not be disciplined or discharged except for a just cause, and will be given a fair and impartial hearing as soon as practical, if requested, and they will be entitled to a representative in the employ of the company present, and will be notified result of investigation promptly.

When a telegrapher has been disciplined or discharged, and upon investigation it has been found that he was not at fault, he will receive full pay for time lost on said account and be reinstated with all seniority rights. In the event a grievance cannot be satisfactorily adjusted with the general superintendent, the right of appeal to higher officers in their regular order is conceded.

ARTICLE IX.

At offices where but one telegrapher is employed twelve (12) consecutive hours, including two meal hours, will constitute a day's work, commencing between 6:00 and 9:00 a. m. or between 6:00 and 9:00 p. m.

When three telegraphers are employed, eight (8) consecutive hours will constitute a day's work.

Telegraphers working more than eight (8) consecutive hours will be allowed one hour for meals after having been on duty as much as five (5) hours. If regular meal is missed, time will be allowed for lunch at first opportunity. When necessary to curtail this time less than one hour, one hour will be allowed.

No overtime will be allowed for time consumed in making proper transfer with relieving telegrapher.

ARTICLE X.

Telegraphers required to perform service outside of their regular assigned hours will receive overtime at the rate of 35 cents per hour. Thirty minutes or less will not be counted; more than thirty minutes will be counted one hour.

Telegraphers called or instructed to come on duty before or after their regular assigned hours will be allowed 50 cents for first hour or any part thereof, and overtime thereafter. Telegraphers will respond promptly to all calls. Overtime must be reported to the general superintendent within forty-eight hours after service has been performed.

ARTICLE XI.

Special effort will be made to relieve or reduce working hours of telegraphers on

Sundays and holidays, without reduction in pay.

ARTICLE XII.

Regularly assigned telegraphers required to attend court or coroner's inquest by the company, away from their place of residence, will be paid their regular wages and furnished transportation to and from their place of residence, and will be allowed actual expense, not exceeding \$3.00 per day, the company being entitled to their mileage and witness fees.

ARTICLE XIII.

Regularly assigned telegraphers performing duty at wrecks, washouts or other emergency offices, will be paid regular salaries and actual expense, not exceeding \$3.00 per day, while away from home.

ARTICLE XIV.

When telegraphers are transferred they will be given transportation for themselves, families and household goods, and suffer no loss of pay in excess of one day.

ARTICLE XV.

Telegraphers who have been in the service sixty days or more will, in leaving the service, be given, upon request, a letter from the proper official, stating time of service, capacity in which employed, and whether leaving the service of their own accord or discharged. If discharged, the specific cause will be stated.

Telegraphers, upon application, will have returned to them all service cards and letters of recommendation which may have been taken up for inspection.

ARTICLE XVI.

Where bonds are required of telegraphers, the company will pay the premium thereon.

ARTICLE XVII.

Telegraphers desiring to be checked in after expiration of leave of absence, will give the general superintendent at least five days' notice, and if not then checked in and delayed thereafter, will receive pay for such additional time as they are held out of service, and will be considered out of service in case they do not give five days' notice prior to expiration of leave of absence of date they will report for duty. Leave of absence will not be granted for any period exceeding ninety days, except in cases of sickness or accident to the employees or their families.

ARTICLE XVIII.

When telegraphers covered by this agreement are temporarily transferred from their assigned positions to a position paying a lower rate than the regular assignment, or when temporarily transferred to a position paying a higher rate, they will be paid their regular salary plus actual additional expense incurred by transfer, not exceeding \$1.00 per day. A temporary transfer in the above case is understood not to exceed twenty days; if transferred from regular position and held for a period exceeding twenty days for the convenience of the company, the higher pay

for the position will govern, plus actual additional expense not exceeding \$1.00 per day

ARTICLE XIX.

The company will furnish each telegrapher in the service with a copy of this agreement, and all amendments, rulings and supplements thereto.

ARTICLE XX.

It is distinctly understood that when this agreement goes into effect, if any wrong or injury has been done to any one or more persons or the management, both parties are at all times ready to take up and consider, with a spirit of fairness, such grievances.

ARTICLE XXI.

The positions of telegraphers employed in the general offices at Frankfort will be considered as coming under this schedule in so far as seniority obtains. There will be no loss of seniority on account of occupying such positions. Vacancies in these positions will not be advertised, but will be filled by selection from line telegraphers or by employing new men.

WAGE SCALE.

Station and Position.	Rate Per Month.
Toledo General Office, telegrapher....	\$ 81.00
M. C. Junction, first clerk telegrapher	76.00
Second clerk telegrapher.....	76.00
Third clerk telegrapher.....	76.00
Copeland Tower, first clerk telegrapher	75.00
Second clerk telegrapher.....	75.00
Third clerk telegrapher.....	75.00
Maumee, agent telegrapher.....	65.00
Waterville, agent telegrapher.....	75.00
First clerk telegrapher.....	60.00
Grand Rapids, agent telegrapher.....	60.00
McClure, agent telegrapher.....	57.50
Grelton, agent telegrapher.....	59.00
Malinta, agent teleg. (50%).....	42.50
• Clerk telegrapher	62.50
Clerk telegrapher	62.50
New Bavaria, agent telegrapher	59.00
Pleasant Bend, agent telegrapher....	52.00
North Creek, agent telegrapher.....	56.50
Continental, first clerk telegrapher...	72.50
Second clerk telegrapher	72.50
Third clerk telegrapher	72.50
Dupont, agent telegrapher	52.00
Cloverdale, agent telegrapher (50%)...	35.00
Fort Jennings, agent telegrapher....	57.50
Delphos Yard, first clerk telegrapher..	75.00
Second clerk telegrapher.....	75.00
Third clerk telegrapher	75.00
Delphos Station, clerk telegrapher.....	75.00
Venedocia, agent telegrapher.....	56.50
Ohio City, first clerk telegrapher.....	67.50
Second clerk telegrapher.....	67.50
Third clerk telegrapher	67.50
Willshire, agent telegrapher	62.50
Decatur, first clerk telegrapher.....	70.00
(Relay Phone Office), 2d clerk teleg. ..	70.00
Third clerk telegrapher.....	70.00
Craigville, agent telegrapher.....	55.00
Bluffton, first clerk telegrapher.....	67.50
Second clerk telegrapher	67.50
Third clerk telegrapher	67.50
Liberty Centre, agent telegrapher....	65.00
Warren, agent telegrapher	77.50

Station and Position.	Rate Per Month.
Van Buren, first clerk telegrapher....	\$ 70.00
Second clerk telegrapher	70.00
Third clerk telegrapher	70.00
Landess, agent telegrapher	56.50
Marion, first clerk telegrapher.....	80.00
Second clerk telegrapher.....	80.00
Third clerk telegrapher	80.00
Swayzee, agent telegrapher	70.00
Clerk telegrapher	64.00
Sims, agent telegrapher	65.00
Greentown, agent telegrapher	77.50
Kokomo, first clerk telegrapher.....	80.00
Second clerk telegrapher	80.00
Third clerk telegrapher	80.00
Russlville, agent telegrapher.....	72.50
Clerk telegrapher	65.00
Forest, agent telegrapher	60.00
Michigantown, agent telegrapher....	60.00
Clarks Hill, agent	75.00
Second clerk telegrapher	80.00
Kirkpatrick, agent telegrapher.....	57.50
Linden, agent	72.50
First clerk telegrapher	70.00
Second clerk telegrapher.....	70.00
Third clerk telegrapher	70.00
New Richmond, agent telegrapher....	57.50
Wingate, agent telegrapher	57.50
Mellott, agent telegrapher	57.50
Cates, agent telegrapher	55.00
Silverwood, agent telegrapher	52.50
Cayuga, agent	87.50
Second clerk telegrapher (50%)...	42.00
Third clerk telegrapher (50%)...	42.00
Humrick, agent telegrapher	77.50
Ridge Farm, agent	62.50
First clerk telegrapher	70.00
• Second clerk telegrapher.....	70.00
Third clerk telegrapher	70.00
Metcalfe, agent telegrapher	65.00
Clerk telegrapher	60.00
Brocton, agent telegrapher.....	60.00
Clerk telegrapher	60.00
Oakland, agent telegrapher	77.50
Rardin, agent telegrapher	52.50
Ruhston, agent telegrapher.....	52.50
Fair Grange, agent telegrapher	52.50
Charleston Yard, first clerk teleg....	75.00
Second clerk telegrapher.....	75.00
Third clerk telegrapher	75.00
Charleston Depot, cashier telegrapher	80.00
Clerk telegrapher	70.00
Lerna, agent telegrapher	75.00
Second clerk telegrapher	65.00
Third clerk telegrapher	65.00
Trilla, agent telegrapher	57.50
Neoga, agent	80.00
• First clerk telegrapher	70.00
Second clerk telegrapher	65.00
Third clerk telegrapher	65.00
Stewardson, agent telegrapher	60.00
Cowden, agent telegrapher	65.00
Herrick, agent telegrapher	57.50
Ramsey, first clerk telegrapher.....	65.00
Second clerk telegrapher.....	70.00
Third clerk telegrapher	70.00
Tingham, agent telegrapher	52.50
Fillmore, agent telegrapher	40.00
Chapman, agent telegrapher	60.00
Coffeen, agent telegrapher	65.00
Clerk telegrapher	60.00
Donnellson, agent telegrapher	60.00
Panama, agent telegrapher	75.00

Station and Position.	Rate per Month.
Sorento, agent	\$ 85.00
First clerk telegrapher	70.00
Second clerk telegrapher	70.00
Third clerk telegrapher	70.00
New Douglas, agent telegrapher	72.50
Alhambra, agent telegrapher	60.00
Kaufman, agent telegrapher	52.50
Edwardsville, second clerk teleg.	65.00
Third clerk telegrapher	65.00
Glen Carbon, agent telegrapher	60.00
Madison Yard, first clerk teleg.	76.00
Second clerk telegrapher	76.00
Third clerk telegrapher	76.00
East St. Louis, telegrapher	78.50
Clerk telegrapher	67.50
A. G. F. A. Office, telegrapher	76.00

ARTICLE XXII.

The foregoing rules and rates of pay are effective as of November 1st, 1917, and shall continue in force for one year from that date, and thereafter subject to thirty (30) days' notice by either party to the other.

TOLEDO, ST. LOUIS & WESTERN RAILROAD COMPANY.

By L. HINKLE, General Superintendent.

TELEGRAPHERS.

By HIRAM S. WALTERS,

By J. V. LIVESEY.

Toledo & Ohio Central

(EFFECTIVE MARCH 1, 1917.)

(Superseding Agreement of February 16, 1916.)

ARTICLE I.

All telegraph operators, telephone operators, also station agents specified in this schedule, will be considered "telegraphers" within the meaning of these articles, irrespective of the title by which designated or the character of service performed, and will be governed by the regulations and paid at the rates specified herein. When new positions are created, the provisions of this agreement will apply and the wages will be fixed to conform to positions of similar class.

ARTICLE II.

Telegraphers will be regarded in line for promotion and where ability is sufficient, according to the judgment of the proper officer of the railway company, seniority will prevail.

Seniority rights will be effective when vacancies occur, or when new positions are created. Seniority rights will date from the last time of entering the service.

Vacancies and new positions will be bulletined within ten days to all offices on the division and will be filled in accordance with this article, and eligible employees will be given eight (8) days in which to apply for same, and such positions will ordinarily be filled within thirty days.

The chairman of the telegraphers' committee will be given a list of telegraphers who apply for positions on bulletins and assignments to same.

In the event of reduction of force, retention in service will be governed by seniority, together with merit, capacity and qualifications, based on the judgment of the proper officer of the company. When a regular telegrapher's position is discontinued, the telegrapher thereby displaced will be entitled, if qualified, to the position held by the youngest regularly assigned telegrapher. Telegraphers will retain their seniority on the extra list.

Telegraphers refusing promotion will not lose seniority.

ARTICLE III.

Should a telegrapher regard the discipline imposed on him as unjust, he may submit a written statement of the facts and arguments to the general committee within fifteen (15) days, and if in the judgment of the committee an injustice has been done, then the said committee and the head of the department shall jointly and fully consider the case.

Should the committee fail to get a satisfactory decision from the head of the department, the matter may be referred to the general superintendent for his consideration.

ARTICLE IV.

(a) At stations where one man constitutes the station force or office force, the regular hours as far as practicable will be from 7:00 a. m. to 7:00 p. m. Twelve consecutive hours, including meal hour, will constitute a day's work. The hours will be fixed by the superintendent to begin between 5:30 and 8:30 a. m. or p. m.

(b) At offices where two men are employed and seventeen hour service maintained, eight and one-half consecutive hours will constitute a day's work.

(c) At offices where three men are employed, eight and one-half consecutive hours will constitute a day's work.

ARTICLE V.

Telegraphers ordered by proper authority to remain on duty for telegraphic service, or meeting trains, in excess of the regular number of hours constituting a day's work, as provided in paragraphs (a), (b) and (c), of Article IV, will be paid overtime at the rate of thirty-five (35c) cents per hour for such service. If called to the office after completing regular hours of service, as per paragraphs (a), (b) and (c), of Article IV, they will be paid fifty-five (55c) cents for the call, including the first hour, and thirty-five (35c) cents for each succeeding hour held on duty thereafter.

In computing overtime, less than thirty (30) minutes will not be counted; thirty (30) minutes and less than sixty (60) minutes will be counted one hour.

ARTICLE VI.

Regularly assigned telegraphers required by the company to attend court, or to be absent from home on company business, will be allowed regular pay, transportation and reasonable actual expenses, with a maximum of \$2.00 per day of twenty-four hours. All witness fees to go to the company.

ARTICLE VII.

Telegraphers working more than nine hours per day will be allowed sixty minutes for meals, beginning between 11:15 and 12:45 o'clock, day and night. When time cannot be allowed, they will be paid one hour overtime, and will be allowed forty-five (45) minutes for lunch as soon thereafter as practicable.

ARTICLE VIII.

Telegraphers will be excused from Sunday duty as far as possible, and no deduction will be made from their pay on that account.

ARTICLE IX.

Telegraphers who have held regular positions for three or more years, and are required to perform service on Sundays, will be given ten (10) days' vacation each year without loss of pay. If they cannot be relieved, ten (10) days' pay will be allowed at regular rate.

ARTICLE X.

Telegraphers will be granted leave of absence from time to time, provided such leave of absence does not interfere with the business of the company, and will be granted necessary transportation over the T. & O. C. Railway.

ARTICLE XI.

Telegraphers transferred by order of the company, or to accept bulletined positions, will be furnished free transportation for themselves, wholly dependent members of their families and effects, and will be allowed regular pay while in transit and making transfer at the rate of pay from which transfer is made.

When regularly assigned telegraphers are transferred from their regular positions to work extra, they will be paid one (\$1.00) dollar per calendar day, in addition to their regular rates of pay, computed until they return to their regular positions or are relieved.

This not to apply when the assignment does not necessitate a change in place of residence.

ARTICLE XII.

Telegraphers, required to handle switch lights will be paid one (\$1.00) dollar per lamp per month for two or less lamps and fifty (50c) cents per month for each additional lamp.

ARTICLE XIII.

Telegraphers required to operate pumps will be allowed extra compensation of seven dollars and fifty cents (\$7.50) per month.

ARTICLE XIV.

Claims for overtime and extra compensation must be made on blanks furnished for

that purpose, or in writing within forty-eight (48) hours after the service is performed. If for any reason overtime is not allowed, claimant will be promptly notified.

ARTICLE XV.

Telegraphers will not be required to wear any uniform except the regulation cap.

ARTICLE XVI.

A revised seniority list will be furnished to telegraphers' committee during January and July of each year.

ARTICLE XVII.

Where more than seven (7) cells of local battery are in use, telegraphers will not be required to clean them.

ARTICLE XVIII.

Telegraphers handling railroad crossing targets will be allowed extra compensation of two dollars and fifty cents (\$2.50) per month.

ARTICLE XIX.

Where other employees are available, telegraphers will not be required to clean station platforms or grounds or scrub waiting rooms.

ARTICLE XX.

Office seniority will prevail in message positions in "FD" and "FH" offices, Columbus, and "Z" office, Bucyrus, and vacancies will be filled in accordance with paragraph (a) of Article II.

ARTICLE XXI.

Telegraphers will be furnished with a copy of this agreement. There will be no change in the foregoing rules, or the rates of pay shown in wage schedule, except upon thirty (30) days' notice by either party.

WAGE SCALE.

*Includes compensation as per Article XIII.
†Includes compensation as per Article XVIII.

WESTERN DIVISION.

Station and Position.	Rate per Month.
Toledo (GO), day operator.....	\$ 81.00
Main St., agent.....	85.00
Yard E, day operator.....	77.00
Whitmore, first trick operator.....	79.50
Second trick operator.....	77.00
Third trick operator.....	77.00
Hickox, first trick opr. and towerman	77.00
Second trick opr. and towerman..	77.00
Third trick operator and towerman	76.00
Lime City, agent and operator.....	71.00
Dunbridge, agent and operator.....	71.00
Sugar Ridge, agent and operator.....	71.00
Bowling Green, first trick opr. and clk.	72.00
Second trick operator and clerk...	72.00
Third trick operator and clerk....	72.00
Portage, agent and operator.....	71.00
Mungen, operator.....	66.00
Cygnat, agent and operator.....	76.00
Mortimer, agent and operator.....	81.00
Findlay, first trick operator.....	72.00
Second trick operator.....	72.00
Third trick operator.....	72.00
Beagle, first trick operator.....	66.00
Second trick operator.....	66.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Arlington, agent and operator.....	\$ 70.00	Fostoria, first trick operator.....	\$ 72.00
Williamstown, agent and operator....	69.00	Second trick operator.....	72.00
Dunkirk, agent and operator.....	76.00	Third trick operator.....	72.00
Blanchard, agent and operator.....	70.00	Landgraf, first trick operator.....	66.00
Kenton, first trick operator and clerk	72.00	Second trick operator.....	66.00
Second trick operator and clerk....	72.00	Third trick operator.....	66.00
Third trick operator and clerk....	72.00	New Riegel, agent and operator.....	71.00
West Mansfield, 1st trick opr. and clk.	69.00	Berwick, first trick operator.....	†72.00
Second trick operator and clerk....	66.50	Second trick operator.....	†72.00
Raymonds, agent and operator.....	68.50	Third trick operator.....	†72.00
Otter, operator.....	66.50	McCutchenville, agent and operator..	68.50
Marysville, first trick opr. and clerk..	72.00	Sycamore, agent and operator.....	67.50
Second trick operator and clerk....	72.00	Spore, agent and operator.....	66.00
Third trick operator and clerk....	72.00	Butyrus (Z), day operator.....	80.00
Arnold, agent and operator.....	71.00	Night operator.....	75.00
Kile, agent and operator.....	71.00	Mt. Gilead, agent and operator.....	80.00
Second trick operator and clerk....	66.50	Fulton, agent and operator.....	68.50
Third trick operator and clerk....	66.00	Marengo, agent and operator.....	66.00
Amlin, agent and operator.....	66.00	Bennington, first trick operator.....	66.00
West Columbus, first trick operator..	79.50	Second trick operator.....	66.00
Second trick operator.....	77.00	Third trick operator.....	66.00
Third trick operator.....	77.00	Centerburg, agent and operator.....	75.00
Columbus (FD), first operator.....	85.00	Croton, agent and operator.....	68.50
Second operator.....	80.00	Johnstown, agent and operator.....	70.00
Night operator.....	75.00	Operator and clerk.....	66.50
(FH), first operator.....	81.00	Alexandria, agent and operator.....	68.50
Second operator.....	76.00	Clemons, first trick operator.....	66.00
		Second trick operator.....	66.00
		Third trick operator.....	66.00
		Granville, agent and operator.....	81.00
		Operator and clerk.....	66.50
		Hebron, agent and operator.....	71.00
		Millersport, agent and operator.....	71.00

St. Marys Branch.

East Liberty, agent and operator.....	\$ 60.00
Zanesfield, agent and operator.....	*73.50
Bellefontaine, operator and clerk....	69.00
Lewistown, agent and operator.....	68.50
Lakeview, agent and operator.....	*72.50
Santa Fe, agent and operator.....	66.00
Wapakoneta, operator and clerk....	66.50
St. Marys, operator and clerk.....	74.00
Night operator and towerman....	69.00

EASTERN DIVISION.

Station and Position.	Rate per Month.
Stanley, first trick opr. and towerman..	\$ 77.00
Second trick opr. and towerman....	77.00
Third trick opr. and towerman....	76.00
Moline, operator.....	66.00
Stony Ridge, first trick agent and opr.	71.00
Second trick operator and clerk....	66.50
Third trick operator.....	66.00
Luckey, agent and operator.....	71.00
Femberville, first trick agent and opr.	76.00
Second trick operator and clerk....	66.50
Third trick operator.....	66.00
Prairie Depot, agent and operator....	71.00
Operator and clerk.....	66.50
Hatton, first trick agent and operator	71.00
Second trick operator and clerk....	66.50
Third trick operator.....	66.00

Corning Division.	
Broad Street, first trick operator....	\$ 76.00
Second trick operator.....	73.50
Schiller St., 1st trick opr. and towerm.	66.50
Second trick opr. and towerman..	66.50
Steeltown, first trick operator.....	66.00
Second trick operator.....	66.00
Third trick operator.....	66.00
Truro, operator.....	71.50
Brice, agent and operator.....	68.50
Pickerington, agent and operator....	68.50
Basil, agent and operator.....	71.00
Baltimore, agent and operator.....	70.00
Thurston, first trick operator.....	74.00
Second trick operator.....	71.50
Third trick operator.....	71.00
Pleasantville, agent and operator....	76.00
Operator and clerk.....	66.00
Rushville, agent and operator.....	71.00
Clay Bank, first trick operator.....	66.00
Second trick operator.....	66.00
Third trick operator.....	66.00
Moxahala, agent and operator.....	75.00
Rendville, agent and operator.....	71.00
Operator and clerk.....	66.00
Corning, first trick operator.....	79.50
Second trick operator.....	77.00
Third trick operator.....	77.00

The Toronto, Hamilton & Buffalo

(EFFECTIVE DECEMBER 1, 1916.)

ARTICLE I.

Telegraphers and telephone operators who handle train orders, or messages, in connection with train movement shall be considered as telegraphers within the meaning of this schedule, and nothing in this article is to be considered as meaning that persons holding such positions enumerated below, shall be ineligible for promotion to any agency or other positions in the company's service, for which he may be considered qualified.

ARTICLE II.

When additional telegraphers' positions are created, compensation will be fixed in conformity with positions of the same class in this schedule.

ARTICLE III.

(a) Where but one telegrapher is employed, eleven consecutive hours, including meal hour, shall constitute a day's work.

(b) Where two telegraphers are employed, ten consecutive hours, including meal hour, will constitute a day's work.

(c) At offices where more than two telegraphers are employed not more than ten consecutive hours' service, including meal hour, or at the company's option, eight consecutive hours without meal hour, shall constitute a day's work. It is understood that the present eight-hour day of the three telegraphers at Aberdeen will be continued.

(d) If a telegrapher is required to remain on duty longer than the number of hours necessary to constitute a day's work, he will be paid overtime as per Article IV.

ARTICLE IV.

(a) Telegraphers will be allowed overtime based on their regular salary. The rate per hour will be determined by dividing the monthly rate by the number of hours required for the month's work, provided that the rate per hour will in no case be less than 25 cents. Allowance will be made for the actual time of service computed to the nearest five minutes.

(b) Overtime will not be allowed unless overtime tickets, consecutively numbered, are mailed to the proper official within forty-eight hours from time service is performed; if overtime as claimed is not allowed, telegraphers will be notified in writing within ten days from the time such service is performed, setting forth the reason for disallowance.

ARTICLE V.

Overtime will be allowed for service required between 12:01 a. m. and 11:59 p. m., Sunday, provided, however, that day telegraphers are expected to report to the dispatcher at an appointed hour on Sunday without overtime allowance unless held for work, in which case they will be allowed not less than one hour. Day telegraphers will be expected to ascertain, without compensation, that their relief reports for duty Sunday night.

ARTICLE VI.

When telegraphers are called to their offices outside of their regular hours of duty, by the proper authority, the compensation for one hour's work or less will be 50 cents. If required to work for more than one hour, overtime will be paid as per Article IV.

ARTICLE VII.

One hour will be allowed for dinner, when consistent, to telegraphers between the hours of 12:00 noon and 2:00 p. m. If less than one hour is allowed, one hour's overtime pro rata will be allowed, but in no case less than 25 cents, except as provided for in Article IV.

ARTICLE VIII.

Telegraphers who are required to care for switch or semaphore lamps will be allowed \$4.00 per month for six lamps or less and 50 cents per month for each additional lamp. When telegraphers are required to operate switches, they will be paid \$5.00 per month extra compensation, which will include attending to lamps pertaining to said switches; this to apply only at the end of double track.

ARTICLE IX.

Telegraphers who are required by the company to be absent from duty to attend court or other business of the company, will be allowed their regular salary and necessary expenses while so required.

ARTICLE X.

Telegraphers will be allowed leave of absence to attend their meetings and to serve on boards of adjustment so far as is consistent with good service, provided the company is not put to any additional expense thereby.

ARTICLE XI.

Telegraphers who have served three continuous years will be allowed two weeks' leave of absence each year with pay, or will be paid two weeks' extra compensation if telegrapher cannot be relieved. Vacations will be granted only when relief can be provided without detriment to the service and applications will be dealt with in order of seniority of the applicants. All applications must be filed prior to the first day of April each year.

ARTICLE XII.

When a telegrapher is transferred from one position to another he will receive free transportation over this company's line for himself, his immediate dependent family, and a reasonable amount of household goods, and he will be allowed continuous time while the transfer is being made at the rate of the position which he is leaving. This allowance is to cover time used in making the transfer in accordance with instructions, and is not designed to cover time lost if the employe remains out of service to pack his goods or for other reasons.

ARTICLE XIII.

Complete lists of all telegraphers in service in the order of seniority will be kept posted or on file in the superintendent's office, open to the inspection of all concerned. Any employee who considers that his standing is incorrectly shown must protest in writing within thirty days, otherwise the seniority lists will remain unchanged. Due allowance may be made for an employee who is off duty during the thirty days following the posting of the lists. Amended lists will be posted during January and June of each year.

The relative standing of the seniority list will be determined by the date of last employment as telegrapher, except that an employee who resigns or is dismissed from the service may be reinstated provided he returns to service within one year.

ARTICLE XIV.

All vacancies and permanent appointments will be advertised by bulletin or message to all stations. Applications must be made within five days from the date of the bulletin and will be considered in order of seniority of the applicants. The assignment will be determined by merit, fitness and ability. Where these are sufficient the senior telegrapher will be given preference. The superintendent will be the judge as to the ability of the applicant. Failure to apply for a vacancy does not affect seniority. When a telegrapher is transferred or promoted and after fair trial is found incompetent or unsatisfactory, he will take his place on the extra list, but retain his seniority. Seniority will be effective only when vacancies occur and new positions are created.

ARTICLE XV.

If a position covered by this schedule is abolished, the man displaced will be entitled to the position held by the junior telegrapher permanently assigned.

ARTICLE XVI.

Telegraphers will not be suspended or discharged without just cause. When they consider that they have been unjustly treated, they will have the right to appeal to the superintendent and assistant to the president, in order named, and may be accompanied, if they desire, by a fellow employee in good standing. In case a telegrapher has been suspended or discharged, and after investigation is found not at fault, he will be reinstated and paid for all time lost. Any objection to a decision must be handed in at once and no allowance will be made for time lost between the date of such decision and the date on which appeal for rehearing is made.

ARTICLE XVII.

A telegrapher leaving the service of the company, will, on request, within five days, be furnished with a statement containing information as shown in the company's records showing term of service and the capacity in which employed, and showing whether discharged or leaving of his own accord. In cases of dismissal the reason may be stated.

ARTICLE XVIII.

Telegraphers will not be required to scrub waiting rooms, offices or outbuildings, clean

or disinfect stock cars. Whenever possible, section men will assist in the cleaning of snow from station platforms, but telegraphers are not relieved from responsibility for seeing that this work is done.

ARTICLE XIX.

When a regularly assigned telegrapher is required to do temporary relief work away from home, he will be paid the salary of the telegrapher whom he is relieving, provided, however, it is not less than his own. A regularly assigned agent doing temporary relief work, will be allowed 50 cents per day expenses while away from his assigned position.

WAGE SCALE.

*Including house rent.

†See Note (d).

Station and Position.	Rate Per Month.
Coyle, agent and telegrapher.....	\$ 80.00
Night telegrapher.....	71.50
Fenwick, agent and telegrapher.....	77.50
Silverdale, agent and telegrapher.....	*57.50
Smithville, agent and telegrapher....	85.00
Night telegrapher.....	60.00
Grassies, agent and telegrapher.....	60.00
Vinemount, agent and telegrapher....	62.50
Stoney Creek, agent and telegrapher..	60.00
Kinnear, agent and telegrapher.....	70.00
Night telegrapher.....	62.50
Hamilton (H), day telegrapher.....	72.50
Night telegrapher.....	65.00
Aberdeen, first trick telegrapher.....	72.50
Second trick telegrapher.....	72.50
Third trick telegrapher.....	72.50
Jerseyville, agent and telegrapher....	65.00
Brantford, day teleg. and ticket clerk	72.50
Night telegrapher and clerk.....	60.00
Scotland, agent and telegrapher.....	67.50
Port Davidson, agent and telegrapher	55.00
Dunnville, day telegrapher and clerk..	62.50
Port Maitland, agent and telegrapher.	65.00
*Night telegrapher.....	60.00
Relief agent and telegrapher.....	†70.00

Note (a)—Where the words "agent and telegrapher" appear in above list, they refer to a joint position where the duties are performed by one person.

Note (b)—If the duties of agent and telegrapher at any station are separated, the telegrapher will be paid a rate corresponding to that of the night telegrapher at such station. If there is no night telegrapher at the station, the rate of the day telegrapher will be fixed as per Article II of this agreement.

Note (c)—The position of night telegrapher at Hamilton "H" office to be left vacant to provide, at the option of the company, position for relief train dispatcher when not otherwise employed. When relief train dispatcher is set back, this position to pay \$5.00 additional per month.

Note (d)—The relief agent will be allowed 50 cents per day expenses while away from headquarters. Headquarters will cover all work Kinnear to Dundas, both inclusive.

ARTICLE XXI.

The levermen at Dundurn Street interlocking plant, Hamilton, will be paid as follows:

First leverman.....\$65.00 per month.
Second leverman.... 65.00 per month.
Third leverman..... 60.00 per month.

Based on an eight-hour day for the number of calendar days per month. Overtime pro rata. Vacations will be granted as per Article XI of this agreement.

ARTICLE XXII.

These rules and rates of pay will become effective December 1, 1916, and will remain in effect until December 31, 1918, and thereafter until either party gives notice of desire to change.

F. F. BACKUS,
Asst. to the President.

The Trinity & Brazos Valley Railway Company

J. W. ROBINS, Receiver

(EFFECTIVE AUGUST 1, 1917.)

It is hereby understood and agreed between the management and the telegraphers that the following rules and rates of pay will apply, govern and control telegraphers in the employ of the Trinity & Brazos Valley Railway Company:

When new positions are created, compensation and duties will be arranged in conformity with positions of the same class as shown in this schedule.

ARTICLE I.**Telegrapher Defined.**

Any person performing the duties of telegrapher at any station, whether termed agent, cashier or otherwise, shall be considered a telegrapher, except train dispatchers and operators in "HS" office, Houston.

ARTICLE II.**Exclusive Agencies.**

The management desires that competent employes may enjoy the benefit of promotion, and vacancies will be published of any changes in agencies at Waxahachie, Corsicana, Teague, Cleburne, Hillsboro, Hubbard and Mexia, and telegraphers feeling competent of filling vacancy are invited to make application for position.

ARTICLE III.**Seniority and Promotion.**

Telegraphers will be regarded as in line for promotion, advancement depending upon faithful discharge of duty and capacity for increased responsibility. When these are sufficient, seniority will govern. The company, through the proper officers, will determine the fitness of telegraphers to fill any position in this agreement, but any telegrapher feeling himself discriminated against will have the right to appeal in writing to the highest officers in regular order.

Seniority will date from last time of entering service, and will be effective, as outlined below, when vacancies occur, new positions created, positions abolished or force reduced.

Vacancies and new positions will, within five (5) days, be bulletined to all offices, bulletin to state salary. Telegraphers will be given ten (10) days from date of bulletin to file application, and such positions will be filled within ten (10) days after applications are closed.

When positions are abolished or force reduced, telegrapher affected may displace any junior telegrapher, except those who have been assigned to a regular position continuously three years or more, or go on the extra list, retaining his seniority. In event there are no telegraphers in the service younger than three (3) years, the youngest telegrapher may be displaced.

Telegraphers transferred and after a fair trial found incapable, will, with seniority unimpaired, displace the youngest man in regular service.

Telegraphers may, with seniority unimpaired, accept service with this company in any capacity.

Trading of positions between telegraphers will not be permitted.

A seniority list will be issued during January and July of each year and furnished each telegrapher.

ARTICLE IV.**Notice of Reduction.**

Telegraphers with families who have been assigned regular positions one year or longer will be given ten (10) days' notice if cut off through reduction of force or abolishing of position.

ARTICLE V.**Discipline.**

Telegraphers will not be discharged or otherwise disciplined without just cause. In case a telegrapher believes he has been unjustly discharged or disciplined, he will have the right to appeal his case in writing to the superintendent, who will grant a rehearing within ten (10) days. If dissatisfied with decision rendered, or no hearing is given, telegrapher will have the right to appeal to the general manager, and if found to be unjustly discharged will be reinstated and paid for time lost. Telegraphers will have the right to be represented at investigations by a telegrapher who is in the employ of the company. Telegraphers taken out of the service for investigation shall be given a hearing within five (5) days. Intoxication or insubordination shall be cause for discharge without investigation.

If a telegrapher is ordered to perform, service contrary to the articles enumerated herein, he shall be so ordered in writing and shall obey, but may protest to the officer

giving the order, and at the earliest opportunity thereafter shall refer the matter to such higher official of the company as in the premises may be proper, as well as chairman of the telegraphers' committee.

Charges against any telegrapher must be made in writing and such employee will have the privilege of examining such charges.

ARTICLE VI.

Telegraphers on Committee Business.

Telegraphers on committee business, when such business has reference to grievances concerning this company and its telegraphers, will be granted leave of absence and furnished transportation over this company's lines.

ARTICLE VII.

Service Letters.

Telegraphers leaving the service will be given service letter, which will show term of service, capacity in which employed and whether discharged or resigned. If discharged, such letter will state reason. Telegraphers entering service will, upon application, have returned to them all letters of recommendation or service letters which may have been filed for inspection.

ARTICLE VIII.

Leave of Absence.

Telegraphers will be granted leave of absence not to exceed sixty (60) days, and furnished transportation over the lines of this company, except in case of sickness, when leave of absence will be granted for four months. If still unfit for duty, further extension of leave will have to be secured.

ARTICLE IX.

Transportation.

Employees and the immediate dependent resident members of their families shall enjoy the same privileges in regard to complimentary trip transportation as granted employees of other departments.

ARTICLE X.

Extra Work.

Where ability is sufficient, telegraphers holding seniority rights and who happen to be on the extra list through no fault of their own, will be given preference in doing extra work, seniority to govern as per Article II.

When an extra telegrapher relieves a regular telegrapher, he will fill the position until the regular telegrapher resumes duty or the position is bulletined and filled.

ARTICLE XI.

Hours of Service.

At offices where one telegrapher is employed during the day time only and where no night office is maintained, or where one telegrapher is employed during the night and no day telegrapher is employed, ten (10) consecutive hours, including time for meal, as per Article XII, will constitute a day's work, commencing between the hours of 7:00 and 9:00 o'clock a. m. or p. m., as the case may be.

At offices where two telegraphers are employed, nine (9) consecutive hours, including time for meal, as per Article XII, will con-

stitute a day's work. (This does not apply to dispatchers' offices.)

At dispatchers' offices and at offices where three or more telegraphers are employed, eight (8) consecutive hours will constitute a day's work.

Telegraphers will be relieved from duty on Sundays or legal holidays as much as possible, and no deduction shall be made from their pay on that account.

ARTICLE XII.

Time for Meals.

Telegraphers whose hours of service are ten (10) consecutive hours, will be allowed one hour of this time for meal, commencing and ending between the hours of 11:30 and 1:30, day or night, as the case may be.

Telegraphers whose hours of service are nine (9) consecutive hours, will be allowed thirty (30) minutes of this time for lunch.

Telegraphers whose hours of service are eight (8) or less consecutive hours, will not be allowed any time off for meals.

When time for meal or lunch as mentioned above is not allowed between times named, telegraphers will be paid one hour overtime, at the rate of twenty-five (25) cents per hour, and allowed twenty (20) minutes for lunch as soon thereafter as possible.

ARTICLE XIII.

Overtime.

(a) Telegraphers required to remain on duty, by competent authority, in excess of their regular established hours, will be paid overtime pro rata, but in no case less than thirty-five (35) cents per hour. In computing overtime, less than thirty minutes will not be counted; thirty minutes or over will be counted one hour.

(b) Telegraphers called to the office outside of their regular hours will be allowed fifty (50) cents for the first hour or any part thereof except when they live in the depot, when they shall receive thirty-five (35) cents for first hour or any part thereof. If kept on duty more than one hour, overtime will be paid as per paragraph (a).

(c) Telegraphers assigned to meet regular trains outside of their established hours of service shall receive twenty-five (25) cents for meeting the train. If delayed more than one hour for such purpose, shall receive overtime as per paragraph (a).

(d) Telegraphers will be notified promptly when overtime or compensation for any account is not allowed.

(e) Overtime slips must be sent in to superintendent of telegraph within forty-eight hours after service is performed.

ARTICLE XIV.

Attending Court.

Telegraphers attending court as witnesses in the interest of the company shall receive same compensation as if on regular duty, and in addition their legitimate expenses if away from home station.

ARTICLE XV.

Emergency Offices, Wrecks, Etc.

Telegraphers on duty at wrecks, washouts or similar emergency offices will be paid \$3.00 per day for ten hours or less, time to

be computed from time they are called to start until they return, except deductions will be made for time relieved from duty for rest, and, in addition, actual expenses, not to exceed two dollars (\$2.00) per day.

ARTICLE XVI.

Relief Service.

Telegraphers serving as relief men will receive the same salary as do the telegraphers they relieve, but in no case less than the salary of position from which they were removed to perform relief service.

Telegraphers holding regular positions, who are required to perform relief service away from home station, shall be allowed necessary expenses, not exceeding two dollars (\$2.00) per day.

ARTICLE XVII.

Transferring.

When telegraphers are transferred from one position to another, under orders, or to obtain promotion, they will receive pay for time lost in transferring, according to location before transfer.

When transferred as above, or reinstated to the service, free transportation will be allowed themselves and families and such personal effects as the law will permit transported free.

ARTICLE XVIII.

Clerical and Other Duties.

Telegraphers who are listed in this schedule as straight telegraphers, who are required to perform clerical or other duties in addition to telegraphing, will not be given such other duties as will interfere with the telegrapher's duties to the telegraph department.

When a telegrapher considers himself overworked and complains to the proper officials, it will be carefully considered, and if well founded, relief will be granted.

ARTICLE XIX.

Running Pumps, Etc.

Telegraphers required to run pumps will receive a minimum extra compensation of twelve and one-half dollars (\$12.50) per month for steam and ten dollars (\$10.00) per month for gasoline pumps.

Telegraphers required to fire heating furnaces will receive a minimum extra compensation of ten dollars (\$10.00) per month.

ARTICLE XX.

Minimum Salary.

The minimum pay for telegraphers will be seventy-five dollars (\$75.00) per month.

ARTICLE XXI.

WAGE SCALE.

*Express and telegram commissions.

†Express one-half of commission.

‡Express commission.

Station and Position.	Rate Per Month.
Cleburne, cashier and telegrapher.....	\$ 90.00
Covington, agent and telegrapher.....	*80.00
Osceola, agent and telegrapher.....	*80.00
Hillsboro, cashier and telegrapher....	95.00
Bynum, agent and telegrapher.....	*80.00
Malone, agent and telegrapher.....	‡85.00
Hubbard, cashier and telegrapher....	‡90.00
Cooledge, agent and telegrapher.....	*85.00
Cashier and telegrapher.....	85.00
Mexia, cashier and telegrapher.....	†90.00
Waxahachie, cashier and telegrapher.	95.00
Clerk and telegrapher.....	75.00
Reagor Springs, agent and telegrapher	‡80.00
Bardwell, agent and telegrapher.....	*90.00
Emhouse, agent and telegrapher.....	*80.00
Corsicana, cashier and telegrapher....	100.00
Clerk and telegrapher.....	85.00
Navarro, agent and telegrapher.....	*80.00
Streetman, agent and telegrapher....	*90.00
Kirvin, agent and telegrapher.....	*80.00
Teague, cashier and telegrapher.....	90.00
Donie, agent and telegrapher.....	*80.00
Newby, agent and telegrapher.....	*95.00
Concord, agent and telegrapher.....	‡80.00
Flynn, agent and telegrapher.....	*80.00
Normangee, agent and telegrapher....	*90.00
North Zulch, agent and telegrapher...	‡90.00
Iola, agent and telegrapher.....	‡85.00
Singleton, agent and telegrapher.....	*85.00
Shiro, agent and telegrapher.....	*90.00
Richards, agent and telegrapher.....	*90.00
Dobbin, agent and telegrapher.....	*85.00
Tomball, agent and telegrapher.....	*85.00
Louetta, agent and telegrapher.....	75.00
North Houston, agent and telegrapher	75.00

Note.—Where express commissions are taken away, an adjustment will be made.

ARTICLE XXII.

Schedules to Be Preserved.

A copy of these rules and regulations will be furnished by the company to each telegrapher for file in his office for the benefit of all telegraphers concerned, and it shall be the duty of each telegrapher to preserve same and turn it over to his successor the same as other company property of the station.

ARTICLE XXIII.

Revision.

The foregoing rules and rates of pay will take effect August 1, 1917, and will continue in force for one year, and thereafter until thirty (30) days' notice has been given to or received from employees of telegraph department of desire for revision.

For the Telegraphers:

C. H. CROCKETT,
Chairman.

For the Company:

J. W. ROBINS,
Receiver.

The Ulster & Delaware Railroad Company

(EFFECTIVE JANUARY 1, 1918.)

The following schedule of rates of pay for station agents and telegraphers, and rules governing same, will be effective January 1, 1918.

A Day's Work.

Twelve consecutive hours or less, including meal hour, will constitute a day's work. The hours of service will be arranged to meet the requirements.

Overtime.

Overtime will be allowed for all hours worked in excess of the regularly established hours, and will be paid for at the rate of 25 cents per hour. If regular rate is higher than overtime rate, regular rate will apply.

In computing overtime for fractions of an hour, thirty minutes or more will be counted as one hour; less than thirty minutes will not be counted.

Overtime will apply only to time made in performance of telegraph work or when employees are held on duty to cover train service.

WAGE SCALE.

Station and Position.	Rate per Month.
Rondout Freight Station, agent.....	\$ 80.00
Passenger Station, telegrapher.....	65.00
Telegrapher	65.00
Kingston Freight Station, agent.....	90.00
Yard Office, telegrapher.....	75.00
Telegrapher	75.00
West Hurley Station, agent.....	60.00
Telegrapher	65.00
Ashokan, agent.....	60.00
Telegrapher	65.00
Cold Brook, agent.....	65.00
Mt. Pleasant, agent.....	65.00
Phoenicia, agent.....	68.00
Telegrapher	70.00
Telegrapher	70.00
Shandaken, agent.....	65.00
Telegrapher	65.00
Big Indian, agent.....	65.00
Telegrapher	65.00
Pine Hill, agent.....	60.00
Telegrapher	65.00
Telegrapher	65.00
Grand Hotel Station, agent.....	68.00
Telegrapher	65.00
Fleischmann's, agent.....	58.00
Telegrapher	65.00
Telegrapher	65.00
Telegrapher	65.00
Arkville, agent.....	73.00
Telegrapher	70.00
Telegrapher	65.00
Halcottville, agent.....	65.00
Roxbury, agent.....	60.00
Telegrapher	65.00
Grand Gorge, agent.....	68.00
Telegrapher	65.00
South Gilboa, agent.....	70.00
Stamford, agent.....	58.00
Telegrapher	65.00
Telegrapher	65.00
Hobart, agent.....	58.00
Telegrapher	65.00
South Kortright, agent.....	65.00
Telegrapher	65.00

Station and Position.	Rate per Month.
Bloomville, agent.....	\$ 58.00
Telegrapher	65.00
Kortright Station, agent.....	65.00
East Meredith, agent.....	65.00
Telegrapher	65.00
Davenport Center, agent.....	65.00
Oneonta, agent.....	100.00
Yard Office, telegrapher.....	70.00
Telegrapher	65.00
Telegrapher	65.00
Lanesville, agent.....	65.00
Edgewood, agent.....	65.00
Kaaterskill Jct., agent.....	65.00
Telegrapher	65.00
Tannersville, agent.....	68.00
Telegrapher	* 65.00
Haines' Falls, agent.....	65.00
Telegrapher	65.00
Telegrapher	65.00
Laurel House Station, agent.....	60.00
Kaaterskill, agent.....	* 85.00
Telegrapher	65.00
Hunter, agent.....	58.00
Telegrapher	65.00
Telegrapher	65.00
Relief agent.....	95.00
Relief telegrapher.....	80.00

*Rate of \$85.00 applies during the months of June, July, August and September; rate of \$65.00 applies during the remaining months of the year.

RULE I.

A roster of agents and telegraphers will be prepared and a copy furnished each office annually.

Each employee will be entitled to retain the position which he holds when the roster is established.

RULE II.

Agents and telegraphers are in line for promotion according to their seniority and ability. The company, through the proper official, may determine the qualifications of any employee for a given position.

Any employee feeling himself aggrieved on account of any decision will have the right to appeal personally or through a committee of the same class to the superintendent. An appeal from any decision as to discipline, pay, or application of the rules must be made within ten days of the date of the decision. If the investigation results favorably to an employee, he will be allowed to resume his former position, will retain his former position on the roster, and will be paid for time lost.

Seniority will apply from the date of last entering the service as agent or telegrapher.

RULE III.

Vacancies or newly created positions will be immediately advertised for a period of seven days, at the end of which time appointment will be made under the terms of Rule II.

Temporary summer or season positions, exceeding thirty days in duration, will also

be immediately advertised for a period of seven days, at the end of which time appointment will be made under the terms of Rule II.

An employe declining promotion does not forfeit his seniority rights.

RULE IV.

Leaves of absence will be limited, except in cases of illness, to six months.

Positions vacant, except on account of illness, for more than six months will be considered permanent vacancies and will be so advertised.

When an agent or telegrapher holding a permanent position is granted leave of absence or expects to be absent from other causes for a period exceeding thirty days, the position will be posted as a temporary one and an assignment will be made in accordance with Rule II.

Should an employe under the above mentioned leave of absence eventually leave the service, the position will then be posted as a permanent one and an assignment will be made in accordance with Rule II.

Agents and telegraphers leaving the service of this department to accept service in the train dispatchers' office will retain their seniority rights. Agents and telegraphers leaving the service of this department to accept service in a department other than the train dispatchers' office will forfeit their seniority rights.

RULE V.

Employes holding regular positions who accept temporary assignments may, at the close of the temporary assignments, claim their regular positions.

RULE VI.

When a reduction in force is made the youngest employe shall be displaced first, and when a position is abolished the employe affected shall have the choice of positions to which his seniority entitle him, except that he cannot displace another employe who has held his position five years or more. Employes shall exercise their displacement rights within thirty days after date of displacement.

RULE VII.

Agents and telegraphers will be allowed one hour for meals between 11:00 o'clock in

the morning and 2:00 o'clock in the afternoon. If required to work any portion of their meal hour, they will receive one hour's overtime.

This rule does not apply to employes working eight and nine hour positions.

RULE VIII.

Agents and telegraphers, after one year in the company's service, will be granted annual passes, it being understood that no agent or telegrapher will leave his home station without first giving notice to the chief train dispatcher.

RULE IX.

Agents and telegraphers regularly assigned to positions who are temporarily detailed to other positions, which necessitate their boarding and lodging away from home, will receive not less than the lowest authorized relief agent's or relief telegrapher's rate, respectively.

When temporarily detailed to other than the above, they will receive the salary covering the position to which they are temporarily detailed, but not less than the salary of their regular positions.

Telegraphers who are acting as station helpers and who may be assigned to perform telegraphic duty will receive the rate of pay of the telegrapher's position to which they may be assigned.

RULE X.

Employes called by proper authority for extra duty before or after a day's or night's work is done will be allowed 50 cents for the first hour or fraction thereof and regular overtime rates thereafter.

RULE XI.

Agents and telegraphers will be allowed to examine their respective records.

RULE XII.

These rules, regulations, and rates of pay will continue in force until a notice of thirty days is given of a desire to change same.

R. O'SULLIVAN,
Superintendent.

For Agents and Telegraphers:

M. L. KLEIN,
Chairman.

Union Pacific Railroad Company

(EFFECTIVE JULY 1, 1917.)

ARTICLE I.

Jurisdiction—Telegrapher Defined.

This schedule applies to all employes occupying positions listed in Article X, who will be known as telegraphers within the meaning of this schedule.

ARTICLE II.

Compensation at New Positions.

When positions are created, compensation will be arranged in conformity with similar class on same district.

Adjustments Of.

When commissions accruing to any position are materially reduced or entirely removed, prompt adjustment of salary will be made.

ARTICLE III.

Seniority—Qualifications for Promotion.

Telegraphers will be regarded in line of promotion depending upon faithful discharge of duty, capacity for increased responsibility and seniority.

Rights.

Rights to date from last time of entering service and extend over division where employed and will be effective only when vacancies occur or new positions are created.

Vacancies—Regular and Temporary—When Bulletin'd.

Bulletins of vacancies, except agencies at Council Bluffs, 10th Ave., and U. P. Transfer, Omaha, South Omaha, Kansas City, Denver, Cheyenne and Ogden, numbered consecutively, will be issued on the first and fifteenth day of each calendar month to all offices on the division; temporary vacancies of sixty days or more will be bulletin'd as such on supplementary bulletins.

How Applied For.

Applications in duplicate must be filed with the superintendent within ten days, duplicate to be returned to applicant acknowledging receipt.

When Filled—Who Notified.

Positions to be filled within thirty days from date of bulletin. Local chairman will be notified promptly of assignments.

Withdrawal of Application.

An application cannot be withdrawn after bulletin closes; when assigned must accept or go on extra list, retaining seniority.

Star Agencies.

In filling star agencies, where each applicant may be considered qualified by both the operating and traffic officials, seniority will rule.

When Incapable.

If transferred and found incapable, will be placed on the extra list, retaining seniority. If transferred a second time and fails, will be dismissed.

If Promotion Declined.

Rights will not be forfeited where promotion is declined.

Office Seniority.

Office seniority, except managers, will govern in the following offices: Omaha "U", Grand Island "GE", North Platte "NO", Cheyenne "N", Laramie, Rawlins, Green River, Evanston, Ogden, Kansas City "GN", Ellis and Denver "UD" and "CG", but shall not affect telegraphers assigned prior to October 1, 1910.

Exchange of Positions.

Telegraphers may exchange positions and seniority between divisions with consent of the superintendents. Exchanges on same division not permissible.

Reducing Forces.

In reducing forces, telegrapher affected will return to his former position; having no former position, may take place of the youngest assigned man.

Non-Scheduled Positions.

A telegrapher promoted through direct line of advancement to a non-scheduled position, may, if position abolished, resume his former seniority on division from which promoted and, if abolished within six months, may resume his former position. Rights

must be claimed within thirty days after date of abolition.

Seniority List.

At the beginning of each calendar year the superintendent will prepare and file in his office, open to inspection, a list of telegraphers according to seniority.

ARTICLE IV.**Discipline—Service Letter—Investigations.**

A telegrapher will not be disciplined without investigation (ordinarily within five days), at which a co-employee of his choice may be present.

Right of Appeal.

If dissatisfied with decision, may appeal in writing to superintendent within thirty days. If dissatisfied with his decision, may appeal. If found blameless, will be reinstated and paid for time lost.

Service Letter.

Telegraphers leaving the service who have been employed thirty days or more, will be given a letter stating time and character of service and cause of leaving.

ARTICLE V.**Extra Service—Transportation—Emergency Service.**

Telegraphers at wrecks, washouts, snow blockades or other similar service, will receive \$4.00 a day of ten (10) hours or less to be computed from time called to leave until return, deducting time relieved from duty; overtime pro rata; no other compensation.

Regular Telegraphers Used for Relief.

When a regular telegrapher is used for relief work, except as provided in paragraph 3 of Article III, he will receive the higher salary of the two positions and necessary expenses while away from home.

Compensation of Regular Relief Agents.

The salary of regular relief agents shall be \$107.50 a month except when relieving where the regular rate is higher, when the higher rate shall apply.

Attending Court.

Telegraphers attending court or absent on other business for the company, will be allowed regular salary and necessary expenses while away from home.

Deadheading—Regular Telegraphers.

Regular telegraphers transferred will be allowed, while in transit and making such transfer, rate of position vacated.

Deadheading—Extra Telegraphers.

Extra telegraphers who have performed initial service, traveling at the instance of the company, will receive 40 cents an hour for necessary time consumed in deadheading, with a minimum of six hours for each movement.

Transportation to New Location.

So far as it can legally do so, the company will transport to new location telegraphers' families and household goods free.

Transportation of Supplies.

To stations where supplies cannot be procured, so far as it can legally do so, the company will transport free by freight, from any point on the division, supplies for exclusive personal and family use.

ARTICLE VI.**Station Help—Care of Station.**

Telegrapher will be required to keep the interior of stations and platforms pertaining thereto in a neat condition except where warehousemen or helpers are employed, when these duties will devolve upon the latter. Will not be required to do any work, other than the ordinary duties of an agent outside of the station building, except as above stated.

Scrubbing.

Will not be required at reporting stations (agencies) to scrub stations, outbuildings, or wash windows.

Excessive Station Work.

At any office where the U. S. mail is excessive or, for any other reason, a telegrapher considers himself overworked and complaint is made to the proper official, a prompt investigation will be held at that station at which he may have a co-employee of his choice present and, if the complaint is well founded, relief will be granted.

ARTICLE VII.**Hours of Service—Meal Hours—Hours Classified.**

Eleven hours, including meal hour, and commencing between 6:00 and 8:00 a. m. or p. m. at main line stations and between 6:00 and 9:00 a. m. or p. m. at branch line stations, will constitute a day where only one telegrapher performs telegraph duties.

Nine hours will constitute a day where two or more perform telegraph duties, except that in Omaha "U", Cheyenne "N", Green River, Ogden, Kansas City "GN" and "FY", and Denver "UD" and "CG" offices, eight and one-half hours, including thirty minutes for meal, will constitute a day.

Meal Hours.

Telegraphers assigned in excess of nine (9) hours, will be allowed one hour for meal within a spread of two (2) hours nearest middle of trick.

Overtime If Curtailed.

When meal hour is curtailed, one hour overtime pro rata, minimum 40 cents, and twenty minutes in which to procure lunch, as soon thereafter as practicable will be allowed.

Sunday and Holiday Hours.

When not required, all telegraphers will be excused Sundays and holidays. When required, five (5) hours will constitute a day for telegraphers working in excess of nine (9) hours, except that in Omaha "U", Cheyenne "N", Green River, Ogden, Kansas City "GN" and "FY", and Denver "UD" and "CG" offices, four (4) hours will constitute a day Sundays and holidays.

Same to Be Assigned.

All Sunday and holidays hours to be assigned within the regular weekday period

and not subject to temporary change. When required to work in excess of such hours, overtime will be allowed pro rata with minimum specified for that office.

Holidays—Split Tricks.

Holidays: July 4th, Thanksgiving, Christmas and New Year's. Split tricks not permissible.

ARTICLE VIII.**Overtime—Overtime Rates.**

Telegraphers required to remain on duty in excess of specified hours will be paid overtime pro rata with minimum of 40 cents an hour except in the following offices, where the minimum will be 50 cents: Omaha "U", Cheyenne "N", Green River, Ogden, Kansas City "GN" and "FY", and Denver "UD" and "CG".

How Computed.

Overtime will be computed upon the basis of actual hours worked; less than thirty minutes will not be counted; thirty minutes or more will be counted one hour.

Calls.

If called outside of regular hours, 70 cents will be allowed for each call and, if the service exceeds one hour, overtime after the first hour will be allowed with the minima specified.

Who Are Permitted to Handle Train Orders.

No employe except train dispatchers and telegraphers will be permitted to handle train orders at points where telegraphers are located except in emergency, in which case the telegrapher, if not on duty, but available for duty, will be paid for the call.

Rejected Time.

When time is not allowed claimants will be advised reasons therefor.

ARTICLE IX.**Watch Inspection—Who Exempt.**

Telegraphers will be exempt from watch inspection at stations where standard clock is provided.

ARTICLE X.**WAGE SCALE.****NEBRASKA DIVISION.**

Station and Position.	Rate per Month.
Omaha Gen. Ofs., Mgr., first teleg.....	\$156.00
C. O., first telegrapher.....	124.20
Second telegrapher.....	120.00
Third telegrapher.....	118.80
First telegrapher.....	108.00
Second telegrapher.....	108.00
Third telegrapher.....	108.00
Phone, first telegrapher.....	81.00
(FR), first telegrapher.....	99.35
Second telegrapher.....	93.35
Third telegrapher.....	93.35
(YD), first telegrapher.....	93.95
Second telegrapher.....	93.95
Third telegrapher.....	93.95
South Omaha, first telegrapher.....	91.80
Gilmore Junction, first telegrapher....	77.75
Second telegrapher.....	77.75
Third telegrapher.....	77.75
Gilmore, agent telegrapher.....	75.60
Papillion, agent telegrapher.....	86.40
Millard, agent telegrapher.....	75.60

Station and Position.	Rate Per Month.	Station and Position.	Rate per Month.
Lane, first telegrapher.....	\$ 77.75	Willow Island, agent telegrapher.....	\$ 75.60
Second telegrapher.....	77.75	Gothenburg, agent.....	88.55
Third telegrapher.....	77.75	First telegrapher.....	85.30
Elkhorn, agent telegrapher.....	78.30	Second telegrapher.....	85.30
Waterloo, agent telegrapher.....	86.40	Third telegrapher.....	85.30
Valley, agent.....	94.50	Brady Island, agent telegrapher.....	83.70
First telegrapher.....	88.55	Second telegrapher.....	77.75
Second telegrapher.....	88.55	Third telegrapher.....	77.75
Third telegrapher.....	88.55	Maxwell, agent telegrapher.....	86.40
Fremont, agent.....	*151.20	Relief, agent telegrapher.....	107.50
First telegrapher.....	88.55		
Second telegrapher.....	88.55	Beatrice Branch.	
Third telegrapher.....	88.55	Yutan, agent telegrapher.....	\$ 72.90
Ames, agent telegrapher.....	75.60	Mead, agent telegrapher.....	64.80
North Bend, agent.....	88.55	Wahoo, agent telegrapher.....	91.80
First telegrapher.....	83.15	Third telegrapher.....	75.60
Second telegrapher.....	83.15	Weston, agent telegrapher.....	67.50
Rogers, agent telegrapher.....	75.60	Touhy, agent telegrapher.....	64.80
Schuyler, agent.....	*99.90	Valparaiso, agent telegrapher.....	81.00
First telegrapher.....	85.30	Third telegrapher.....	75.60
Second telegrapher.....	85.30	Agnew, agent telegrapher.....	64.80
Third telegrapher.....	85.30	Raymond, agent telegrapher.....	67.50
Richland, agent telegrapher.....	75.60	Lincoln, agent.....	*140.40
Columbus, agent.....	*151.20	First telegrapher.....	102.60
First telegrapher.....	91.80	Princeton, agent telegrapher.....	67.50
Second telegrapher.....	91.80	Cortland, agent telegrapher.....	72.35
Third telegrapher.....	91.80	Pickrell, agent telegrapher.....	64.80
Duncan, agent telegrapher.....	75.60	Beatrice, agent.....	*135.00
Silver Creek, agent telegrapher.....	86.40	First telegrapher.....	81.00
Clarks, agent telegrapher.....	88.55	Second telegrapher.....	81.00
Central City, agent.....	*129.60		
First telegrapher.....	85.30	Stromsburg Branch.	
Second telegrapher.....	85.30	Loma, agent telegrapher.....	\$ 64.80
Third telegrapher.....	85.30	Brainard, agent telegrapher.....	72.90
Chapman, agent telegrapher.....	85.30	David City, agent.....	83.70
Relief, agent telegrapher.....	107.50	First telegrapher.....	75.05
		Rising City, agent telegrapher.....	72.90
Second District.		Shelby, agent telegrapher.....	79.90
Grand Island, agent.....	*\$162.00	Osceola, agent.....	81.00
Yard, first telegrapher.....	93.95	First telegrapher.....	75.05
Third telegrapher.....	93.95	Stromsburg, agent.....	*99.35
(GE), Mgr., first telegrapher.....	104.75	First telegrapher.....	80.45
(GE), first telegrapher.....	99.35	Polk, agent telegrapher.....	72.35
Second telegrapher.....	99.35	Hordville, agent telegrapher.....	67.50
Third telegrapher.....	99.35		
Phone, first telegrapher.....	75.60	Norfolk Branch.	
Second telegrapher.....	75.60	Oconee, agent telegrapher.....	\$ 64.80
Alda, agent telegrapher.....	75.60	Platte Center, agent telegrapher.....	83.70
Wood River, agent telegrapher.....	87.50	Tarnov, agent telegrapher.....	64.80
Shelton, agent telegrapher.....	88.55	Humphrey, agent telegrapher.....	91.80
Gibbon, agent.....	87.50	Madison, agent.....	85.30
First telegrapher.....	77.75	First telegrapher.....	75.60
Second telegrapher.....	77.75	Norfolk, agent.....	*135.00
Third telegrapher.....	77.75	First telegrapher.....	86.40
Buda, agent telegrapher.....	75.60	Second telegrapher.....	77.75
Kearney, agent.....	*145.80		
First telegrapher.....	88.55	Albion Branch.	
Second telegrapher.....	88.55	Monroe, agent telegrapher.....	\$ 64.80
Third telegrapher.....	88.55	Genoa, agent.....	83.70
Odessa, agent telegrapher.....	75.60	First telegrapher.....	72.90
Elm Creek, agent telegrapher.....	87.50	St. Edward, agent telegrapher.....	81.00
Second telegrapher.....	77.75	Boone, agent telegrapher.....	64.80
Third telegrapher.....	77.75	Albion, agent.....	83.70
Overton, agent telegrapher.....	87.50	First telegrapher.....	75.05
Lexington, agent.....	75.60		
First telegrapher.....	85.30	Cedar Rapids Branch.	
Second telegrapher.....	85.30	Fullerton, agent telegrapher.....	\$ 81.00
Third telegrapher.....	85.30	First telegrapher.....	72.90
Cozad, agent.....	88.55	Belgrade, agent telegrapher.....	70.20
First telegrapher.....	83.15	Cedar Rapids, agent telegrapher.....	72.90
Third telegrapher.....	83.15	Primrose, agent telegrapher.....	67.50
		Spalding, agent telegrapher.....	83.15
		First telegrapher.....	75.05

Ord Branch.	
Station and Position.	Rate per Month.
St. Libory, agent telegrapher.....	\$ 64.80
St. Paul, agent.....	86.40
First telegrapher.....	80.45
Elba, agent telegrapher.....	64.80
Cotesfield, agent telegrapher.....	64.80
Scotia, agent telegrapher.....	70.20
North Loup, agent telegrapher.....	69.10
Ord, agent.....	*86.40
First telegrapher.....	75.05

Loup City Branch.	
Dannebrog, agent telegrapher.....	\$ 74.50
Boelus, agent telegrapher.....	72.35
Rockville, agent telegrapher.....	67.50
Loup City, agent.....	83.70
First telegrapher.....	75.60

Pleasanton Branch.	
Poole, agent telegrapher.....	\$ 69.10
Pleasanton, agent telegrapher.....	70.20

Kearney Branch.	
Riverdale, agent telegrapher.....	\$ 64.80
Amherst, agent telegrapher.....	69.10
Miller, agent telegrapher.....	69.10
Sumner, agent telegrapher.....	69.10
Eddyville, agent telegrapher.....	69.10
Lomax, agent telegrapher.....	64.80
Oconto, agent telegrapher.....	69.10
Callaway, agent telegrapher.....	79.90
Arnold, agent telegrapher.....	69.10
Stapleton, agent telegrapher.....	83.15

Hastings and Northwestern.	
Hayland, agent telegrapher.....	\$ 69.10

WYOMING DIVISION.

Third District.	
Station and Position.	Rate per Month.
North Platte, agent.....	*\$145.80
(NO), Mgr., first telegrapher.....	104.75
First telegrapher.....	99.35
Second telegrapher.....	99.35
Third telegrapher.....	99.35
Dispr. Ofs., third telegrapher.....	99.35
Phone, first telegrapher.....	75.60
Second telegrapher.....	75.60
Yard, first telegrapher.....	93.95
Second telegrapher.....	93.95
Third telegrapher.....	93.95
Hershey, agent telegrapher.....	87.50
O'Fallons, first telegrapher.....	77.75
Second telegrapher.....	77.75
Third telegrapher.....	77.75
Sutherland, agent telegrapher.....	87.50
Paxton, agent telegrapher.....	87.50
Ogallala, agent.....	88.55
First telegrapher.....	81.00
Second telegrapher.....	81.00
Third telegrapher.....	81.00
Brule, agent telegrapher.....	79.40
Big Springs, agent telegrapher.....	81.00
Julesburg, agent.....	94.50
First telegrapher.....	90.70
Second telegrapher.....	90.70
Third telegrapher.....	90.70
Chappell, agent.....	88.55
First telegrapher.....	81.00
Lodge Pole, agent telegrapher.....	83.70
Second telegrapher.....	77.75
Third telegrapher.....	77.75
Sunol, agent telegrapher.....	75.60
Relief, agent telegrapher.....	107.50

Fourth District.	
Station and Position.	Rate per Month.
Sidney, agent.....	*\$135.00
First telegrapher.....	90.70
Second telegrapher.....	90.70
Third telegrapher.....	90.70
Phone, first telegrapher.....	75.60
Potter, agent telegrapher.....	82.10
Second telegrapher.....	77.75
Third telegrapher.....	77.75
Kimball, agent.....	88.55
First telegrapher.....	81.00
Second telegrapher.....	81.00
Third telegrapher.....	81.00
Bushnell, agent operator.....	85.80
Pine Bluffs, agent.....	87.50
First telegrapher.....	81.00
Egbert, agent telegrapher.....	79.40
Second telegrapher.....	77.75
Third telegrapher.....	77.75
Burns, agent telegrapher.....	85.30
Second telegrapher.....	77.75
Third telegrapher.....	77.75
Hillsdale, agent telegrapher.....	79.40
Second telegrapher.....	77.75
Third telegrapher.....	77.75
Durham, first telegrapher.....	77.75
Second telegrapher.....	77.75
Third telegrapher.....	77.75
Archer, first telegrapher.....	77.75
Second telegrapher.....	77.75
Third telegrapher.....	77.75

Fifth District.	
Cheyenne (N), Mgr., first telegrapher.....	\$121.50
(N), C. O., first telegrapher.....	113.40
Second telegrapher.....	113.40
Third telegrapher.....	113.40
(N), first telegrapher.....	108.00
Second telegrapher.....	108.00
Third telegrapher.....	108.00
Phone, first telegrapher.....	75.60
Second telegrapher.....	75.60
Yard, first telegrapher.....	102.60
Second telegrapher.....	102.60
Third telegrapher.....	102.60
Borle, first telegrapher.....	86.40
Second telegrapher.....	86.40
Third telegrapher.....	86.40
Granite Canon, agent telegrapher.....	89.10
Second telegrapher.....	86.40
Third telegrapher.....	86.40
Buford, agent telegrapher.....	94.50
Second telegrapher.....	86.40
Third telegrapher.....	86.40
Sherman, first telegrapher.....	86.40
Second telegrapher.....	86.40
Third telegrapher.....	86.40
Dale Creek, first telegrapher.....	86.40
Second telegrapher.....	86.40
Third telegrapher.....	86.40
Hermosa, agent.....	94.50
First telegrapher.....	86.40
Second telegrapher.....	86.40
Third telegrapher.....	86.40

Sixth District.	
Laramie, agent.....	*\$151.20
Mgr., first telegrapher.....	113.40
First telegrapher.....	102.60
Second telegrapher.....	102.60
Third telegrapher.....	102.60
Phone, first telegrapher.....	75.60
Second telegrapher.....	75.60
Bosler, agent telegrapher.....	89.10

Station and Position.	Rate per Month.
Lookout, first telegrapher.....	\$ 86.40
Second telegrapher.....	86.40
Third telegrapher.....	86.40
Rock River, agent.....	94.50
First telegrapher.....	89.10
Second telegrapher.....	89.10
Third telegrapher.....	89.10
Medicine Bow, agent telegrapher.....	94.50
Second telegrapher.....	89.10
Third telegrapher.....	89.10
Hanna, agent.....	108.00
First telegrapher.....	89.10
Second telegrapher.....	89.10
Third telegrapher.....	89.10
Walcott, agent.....	105.30
First telegrapher.....	91.80
Second telegrapher.....	91.80
Third telegrapher.....	91.80
Fort Steele, agent telegrapher.....	89.10
Relief, agent telegrapher.....	107.50

North Platte Branch.

Keystone, agent telegrapher.....	\$ 76.70
Lewellen, agent telegrapher.....	76.70
Oshkosh, agent telegrapher.....	76.70
Lisco, agent telegrapher.....	76.70
Broadwater, agent telegrapher.....	76.70
Northport, agent telegrapher.....	76.70
McGrew, agent telegrapher.....	76.70
Melbeta, agent telegrapher.....	76.70
Gering, agent.....	*76.70
First telegrapher.....	79.40
Haig, agent telegrapher.....	76.70

WESTERN DIVISION.

Seventh District.

Station and Position.	Rate per Month.
Rawlins, agent.....	*\$151.20
Mgr., first telegrapher.....	108.00
First telegrapher.....	102.60
Second telegrapher.....	102.60
Third telegrapher.....	102.60
Phone, first telegrapher.....	75.60
Second telegrapher.....	75.60
Riner, second telegrapher.....	86.40
Third telegrapher.....	86.40
Wamsutter, agent.....	105.30
First telegrapher.....	91.80
Second telegrapher.....	91.80
Third telegrapher.....	91.80
Red Desert, first telegrapher.....	86.40
Second telegrapher.....	86.40
Third telegrapher.....	86.40
Tipton, first telegrapher.....	86.40
Second telegrapher.....	86.40
Third telegrapher.....	86.40
Table Rock, first telegrapher.....	86.40
Second telegrapher.....	86.40
Third telegrapher.....	86.40
Bitter Creek, agent.....	94.50
First telegrapher.....	86.40
Second telegrapher.....	86.40
Third telegrapher.....	86.40
Black Buttes, first telegrapher.....	86.40
Second telegrapher.....	86.40
Third telegrapher.....	86.40
Point of Rocks, agent.....	91.80
First telegrapher.....	86.40
Second telegrapher.....	86.40
Third telegrapher.....	86.40
Thayer Junction, first telegrapher.....	91.80

Station and Position.	Rate per Month.
Rock Springs, agent.....	*\$178.20
First telegrapher.....	94.50
Second telegrapher.....	94.50
Third telegrapher.....	94.50

Eighth District.

Green River, agent.....	*\$151.20
Mgr., first telegrapher.....	118.80
C. O., second telegrapher.....	110.50
Third telegrapher.....	110.50
First telegrapher.....	108.00
Second telegrapher.....	108.00
Third telegrapher.....	108.00
Phone, first telegrapher.....	75.60
Second telegrapher.....	75.60
Granger, agent.....	108.00
First telegrapher.....	97.20
Second telegrapher.....	97.20
Third telegrapher.....	97.20
Church Buttes, first telegrapher.....	86.40
Hampton, second telegrapher.....	86.40
Third telegrapher.....	86.40
Carter, agent.....	97.20
First telegrapher.....	89.10
Second telegrapher.....	89.10
Third telegrapher.....	89.10
Bridger, third telegrapher.....	86.40
LeRoy, first telegrapher.....	86.40
Spring Valley, agent telegrapher.....	94.50
Second telegrapher.....	86.40
Third telegrapher.....	86.40
Aspen, third telegrapher.....	86.40
Altamont, first telegrapher.....	86.40
Knight, first telegrapher.....	86.40
Second telegrapher.....	86.40
Relief, agent telegrapher.....	107.50

Ninth District.

Evanston, agent.....	*\$140.40
Mgr., first telegrapher.....	108.00
First telegrapher.....	102.60
Second telegrapher.....	102.60
Third telegrapher.....	102.60
Wahsatch, agent telegrapher.....	89.10
Second telegrapher.....	86.40
Third telegrapher.....	86.40
Castle Rock, agent telegrapher.....	89.10
Second telegrapher.....	86.40
Third telegrapher.....	86.40
Echo, agent.....	105.30
First telegrapher.....	89.10
Second telegrapher.....	89.10
Third telegrapher.....	89.10
Devil's Slide, agent.....	99.90
First telegrapher.....	91.80
Morgan, agent.....	94.50
First telegrapher.....	86.40
Second telegrapher.....	86.40
Third telegrapher.....	86.40
Peterson, agent telegrapher.....	89.10
Second telegrapher.....	86.40
Gateway, first telegrapher.....	86.40
Second telegrapher.....	86.40
Third telegrapher.....	86.40
North Uintah, agent telegrapher.....	89.10
Ogden, Mgr., first telegrapher.....	145.80
C. O., first telegrapher.....	113.40
Second telegrapher.....	113.40
Third telegrapher.....	113.40
First telegrapher.....	108.00
Second telegrapher.....	108.00
Third telegrapher.....	108.00

Superior Branch.

Superior, agent telegrapher.....	\$108.00
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Park City Branch.	
Station and Position.	Rate per Month.
Coalville, agent telegrapher.....	\$ 91.80
Park City, agent.....	*108.00
First telegrapher.....	91.80

KANSAS DIVISION.

Eastern District.

Station and Position.	Rate per Month.
Kan. Cy. (GN), Mgr., first telegrapher.....	\$123.30
C. O., first telegrapher.....	113.40
First telegrapher.....	108.00
Second telegrapher.....	108.00
Third telegrapher.....	108.00
(Z), third telegrapher.....	108.00
(FY), first telegrapher.....	108.00
Second telegrapher.....	108.00
Armstrong, agent telegrapher.....	97.20
C. R. I. & P. Jct., first telegrapher.....	89.60
Second telegrapher.....	89.60
Third telegrapher.....	89.60
Mundie, agent telegrapher.....	75.60
Edwardsville, agent telegrapher.....	75.60
Bonner Springs, agent.....	97.20
First telegrapher.....	75.60
Second telegrapher.....	75.60
Third telegrapher.....	75.60
Lenape, agent telegrapher.....	75.60
Linwood, agent.....	91.80
First telegrapher.....	75.60
Second telegrapher.....	75.60
Third telegrapher.....	75.60
Lawrence, agent.....	*135.00
First telegrapher.....	83.70
Second telegrapher.....	83.70
Third telegrapher.....	83.70
Williamstown, agent telegrapher.....	75.60
Perry, agent telegrapher.....	86.40
Second telegrapher.....	75.60
Third telegrapher.....	75.60
Grantville, agent telegrapher.....	75.60
Topeka, agent.....	*162.00
Mgr., first telegrapher.....	91.30
Second telegrapher.....	91.30
Third telegrapher.....	91.30
Menoken, agent telegrapher.....	78.30
Second telegrapher.....	78.30
Silver Lake, agent telegrapher.....	75.60
Rossville, agent telegrapher.....	83.70
Second telegrapher.....	75.60
St. Mary, agent.....	86.40
First telegrapher.....	75.60
Belvue, agent telegrapher.....	75.60
Warnego, agent.....	86.40
First telegrapher.....	75.60
Second telegrapher.....	75.60
Third telegrapher.....	75.60
St. George, agent telegrapher.....	75.60
Manhattan, agent.....	*151.20
Mgr., first telegrapher.....	86.40
Second telegrapher.....	86.40
Third telegrapher.....	86.40
Ogdenburg, agent telegrapher.....	75.00
Second telegrapher.....	75.60
Ft. Riley, agent.....	86.40
First telegrapher.....	86.40
Second telegrapher.....	86.40
Third telegrapher.....	86.40
Junction City, agent.....	*151.20
Mgr., first telegrapher.....	99.90
Second telegrapher.....	91.80
Third telegrapher.....	91.80
Relief, agent telegrapher.....	107.50

Western District.	
Station and Position.	Rate per Month.
Chapman, agent telegrapher.....	\$ 86.40
Detroit, agent telegrapher.....	86.40
Abilene, agent.....	*135.00
First telegrapher.....	86.40
Second telegrapher.....	86.40
Third telegrapher.....	86.40
Solomon, agent.....	*86.40
First telegrapher.....	86.40
Second telegrapher.....	86.40
Third telegrapher.....	86.40
Salina, agent.....	*172.80
Mgr., first telegrapher.....	99.90
Second telegrapher.....	91.80
Third telegrapher.....	91.80
Bavaria, agent telegrapher.....	72.90
Brookville, agent telegrapher.....	78.30
Carneiro, agent telegrapher.....	75.60
Kanopolis, agent.....	83.70
First telegrapher.....	75.60
Ellsworth, agent.....	91.80
First telegrapher.....	86.40
Second telegrapher.....	86.40
Third telegrapher.....	86.40
Black Wolf, agent telegrapher.....	75.60
Wilson, agent.....	91.80
First telegrapher.....	75.60
Dorrance, agent telegrapher.....	83.70
Second telegrapher.....	75.60
Third telegrapher.....	75.60
Bunker Hill, agent telegrapher.....	78.30
Russell, agent.....	91.80
First telegrapher.....	75.60
Second telegrapher.....	75.60
Third telegrapher.....	75.60
Gorham, agent telegrapher.....	75.60
Walker, agent telegrapher.....	72.90
Victoria, agent telegrapher.....	81.00
Hays, agent.....	91.80
First telegrapher.....	75.60
Second telegrapher.....	75.60
Third telegrapher.....	75.60
Yocemento, agent telegrapher.....	72.90
Ellis, agent.....	*102.60
Mgr., first telegrapher.....	99.90
First telegrapher.....	91.80
Second telegrapher.....	91.80
Third telegrapher.....	91.80
Relief, agent telegrapher.....	107.50

Leavenworth Western Branch.

Easton, agent telegrapher.....	\$ 67.50
Winchester, agent telegrapher.....	72.90
Arrington, agent telegrapher.....	67.50
Holton, agent.....	83.70
First telegrapher.....	70.20
Circleville, agent telegrapher.....	72.90
Soldier, agent telegrapher.....	67.50
Havensville, agent telegrapher.....	70.20
Onaga, agent.....	86.40
First telegrapher.....	75.60
Second telegrapher.....	75.60
Third telegrapher.....	75.60
Wheaton, agent telegrapher.....	70.20
Blaine, agent telegrapher.....	72.90
Postoria, agent telegrapher.....	67.50
Olzburg, agent telegrapher.....	70.20
Leonardville, agent telegrapher.....	70.20
Green, agent telegrapher.....	70.20
Idana, agent telegrapher.....	67.50
Miltonvale, agent telegrapher.....	78.30

Leavenworth Branch.

Lansing, agent telegrapher.....	\$ 78.30
Tonganoxie, agent telegrapher.....	72.90

Topeka Branch.

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Grove, agent telegrapher.....	\$ 70.20	Luray, agent telegrapher.....	\$ 70.20
Delia, agent telegrapher.....	70.20	Waldo, agent telegrapher.....	70.20
Second telegrapher.....	70.20	Paradise, agent telegrapher.....	70.20
Emmett, agent telegrapher.....	70.20	Natoma, agent telegrapher.....	72.90
Second telegrapher.....	70.20	Codell, agent telegrapher.....	70.20
Duluth, agent telegrapher.....	70.20	Plainville, agent.....	86.40
Lillis, agent telegrapher.....	70.20	First telegrapher.....	75.60
Second telegrapher.....	70.20	Second telegrapher.....	75.60
Frankfort, agent.....	86.40	Third telegrapher.....	75.60
First telegrapher.....	72.90		
Second telegrapher.....	72.90		
Winifred, agent telegrapher.....	70.20		

Manhattan Branch.

Stockdale, agent telegrapher.....	\$ 67.50
Garrison Crossing, agent telegrapher.....	86.40
Randolph, agent telegrapher.....	72.90
Cleburne, agent telegrapher.....	70.20
Irving, agent telegrapher.....	72.90
Blue Rapids, agent.....	86.40
First telegrapher.....	72.90
Schroyer, agent telegrapher.....	67.50
Marietta, agent telegrapher.....	67.50
Oketo, agent telegrapher.....	72.90
Barneston, agent telegrapher.....	72.90
Blue Springs, agent telegrapher.....	81.00
Holmesville, agent telegrapher.....	67.50

Junction City Branch.

Alida, agent telegrapher.....	\$ 64.80
Milford, agent telegrapher.....	70.20
Wakefield, agent.....	81.00
First telegrapher.....	70.20
Clay Center, agent.....	*108.00
First telegrapher.....	75.60
Morganville, agent telegrapher.....	72.90
Clifton, agent telegrapher.....	78.30
Vining, agent telegrapher.....	70.20
Clyde, agent telegrapher.....	86.40
Concordia, agent.....	*91.80
First telegrapher.....	75.60
Talmo, agent telegrapher.....	70.20
Bellville, agent.....	*108.00
First telegrapher.....	75.60

Solomon Branch.

Niles, agent telegrapher.....	\$ 70.20
Bennington, agent telegrapher.....	72.90
Minneapolis, agent.....	86.40
First telegrapher.....	72.90
Delphos, agent telegrapher.....	75.60
Glasco, agent telegrapher.....	75.60
Simpson, agent telegrapher.....	72.90
Asherville, agent telegrapher.....	70.20
Beloit, agent.....	*108.00
First telegrapher.....	75.60

McPherson Branch.

Assaria, agent telegrapher.....	\$ 67.50
Lindsborg, agent.....	86.40
First telegrapher.....	70.20
McPherson, agent telegrapher.....	*108.00

Plainville Branch.

Culver, agent telegrapher.....	\$ 70.20
Tescott, agent telegrapher.....	70.20
Beverly, agent telegrapher.....	70.20
Lincoln Center, agent.....	108.00
First telegrapher.....	72.90
Vesper, agent telegrapher.....	70.20
Sylvan Grove, agent.....	78.30
First telegrapher.....	70.20
Lucas, agent.....	72.90
First telegrapher.....	70.20

COLORADO DIVISION.**Ellis District.**

Station and Position.	Rate per Month.
Ogallah, agent telegrapher.....	\$ 72.90
Wakeeney, agent.....	91.80
First telegrapher.....	75.60
Second telegrapher.....	75.60
Collyer, agent telegrapher.....	72.90
Quinter, agent telegrapher.....	75.60
Buffalo Park, agent telegrapher.....	72.90
Grainfield, agent telegrapher.....	75.60
Second telegrapher.....	75.60
Grinnell, agent telegrapher.....	72.90
Oakley, agent.....	97.20
First telegrapher.....	86.40
Second telegrapher.....	86.40
Third telegrapher.....	86.40
Winona, agent telegrapher.....	91.80
McAllaster, agent telegrapher.....	72.90
Third telegrapher.....	75.60
Sharon Springs, agent.....	102.60
First telegrapher.....	89.10
Second telegrapher.....	89.10
Third telegrapher.....	89.10

Hugo District.

Weskan, agent telegrapher.....	\$ 72.90
Cheyenne Wells, agent telegrapher.....	78.30
Second telegrapher.....	75.60
Third telegrapher.....	75.60
Kit Carson, agent telegrapher.....	78.30
Second telegrapher.....	75.60
Aroya, agent telegrapher.....	78.30
Hugo, agent.....	102.60
First telegrapher.....	89.10
Second telegrapher.....	89.10
Third telegrapher.....	89.10

Denver District.

River Bend, agent telegrapher.....	\$ 78.30
Cedar Point, third telegrapher.....	75.60
Agate, agent telegrapher.....	78.30
Second telegrapher.....	75.60
Deer Trail, agent.....	83.70
First telegrapher.....	75.60
Second telegrapher.....	75.60
Third telegrapher.....	75.60
Byers, agent telegrapher.....	83.70
Strasburg, agent telegrapher.....	75.60
Third telegrapher.....	75.60
Bennett, agent telegrapher.....	81.00
Watkins, agent telegrapher.....	78.30
Second telegrapher.....	75.60
Third telegrapher.....	75.60
Relief, agent telegrapher.....	107.50

Northern District.

Denver (UD), Mgr., first telegrapher.....	\$135.00
C. O., first telegrapher.....	113.40
Second telegrapher.....	113.40
Third telegrapher.....	113.40
First telegrapher.....	108.00
Second telegrapher.....	108.00
Third telegrapher.....	108.00
(CG), first telegrapher.....	108.00
Second telegrapher.....	108.00

Station and Position.	Rate per Month.
Pullman, agent telegrapher.....	\$105.30
Second telegrapher.....	97.20
Third telegrapher.....	97.20
Denver U. S. Yards, agent.....	135.00
Hazeltine, agent telegrapher.....	75.60
Brighton, agent.....	91.80
First telegrapher.....	81.00
Second telegrapher.....	81.00
Third telegrapher.....	81.00
Lupton, agent telegrapher.....	91.80
Second telegrapher.....	81.00
Platteville, agent telegrapher.....	83.70
Second telegrapher.....	75.60
Gilcrest, agent telegrapher.....	75.60
La Salle, agent.....	102.60
First telegrapher.....	89.10
Second telegrapher.....	89.10
Third telegrapher.....	89.10
Evans, agent telegrapher.....	81.00
Greeley, agent.....	*151.20
First telegrapher.....	89.10
Second telegrapher.....	89.10
Third telegrapher.....	89.10
Lucerne, agent telegrapher.....	75.60
Eaton, agent.....	102.60
First telegrapher.....	86.40
Third telegrapher.....	86.40
Ault, agent.....	89.10
First telegrapher.....	78.30
Pierce, agent telegrapher.....	80.75
Second telegrapher.....	75.60
Third telegrapher.....	75.60
Nunn, agent telegrapher.....	75.60
Carr, agent telegrapher.....	80.75
Second telegrapher.....	75.60
Third telegrapher.....	75.60
Speer, first telegrapher.....	77.75
Second telegrapher.....	77.75
Third telegrapher.....	77.75

Julesburg District.

Kersey, agent telegrapher.....	\$ 83.70
Hardin, agent telegrapher.....	81.00
Orchard, agent telegrapher.....	81.00
Weldon, agent telegrapher.....	81.00
Fort Morgan, agent.....	97.20
First telegrapher.....	78.30
Second telegrapher.....	78.30
Snyder, agent telegrapher.....	81.00
Union, agent telegrapher.....	81.00
Second telegrapher.....	75.60
Third telegrapher.....	75.60
Merino, agent telegrapher.....	81.00
Second telegrapher.....	75.60
Third telegrapher.....	75.60
Atwood, agent telegrapher.....	75.60
Sterling, agent.....	*151.20
First telegrapher.....	89.10
Second telegrapher.....	89.10
Third telegrapher.....	89.10

Station and Position.	Rate per Month.
Hiff, agent telegrapher.....	\$ 81.00
Crook, agent telegrapher.....	81.00
Sedgwick, agent telegrapher.....	81.00

Denver Northern District.

St. Vrain, agent telegrapher.....	\$ 78.30
Dacono, agent telegrapher.....	78.30
Frederick, agent telegrapher.....	75.60
Gowanda, agent telegrapher.....	75.60
Dent, agent telegrapher.....	78.30

Colby Branch.

Zurich, agent telegrapher.....	\$ 70.20
Palco, agent telegrapher.....	70.20
Bogue, agent telegrapher.....	70.20
Hill City, agent telegrapher.....	70.20
Penokee, agent telegrapher.....	70.20
Morland, agent telegrapher.....	70.20
Hoxie, agent telegrapher.....	70.20
Menlo, agent telegrapher.....	70.20
Colby, agent telegrapher.....	89.10

Boulder Branch.

Erie, agent telegrapher.....	\$ 78.30
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Port Collins Branch.

Kelim, agent telegrapher.....	\$ 75.60
Port Collins, agent.....	*151.20
First telegrapher.....	89.10

Greeley Branch.

Cloverly, agent telegrapher.....	\$ 75.60
Briggsdale, agent telegrapher.....	75.60

ARTICLE XI.**Agreement.****Changes and Termination.**

This schedule supersedes all previous schedules and rules governing rates of pay and working conditions of telegraphers, and shall remain in effect until thirty days' notice in writing shall have been given by either party to the other of a desire to change or terminate the same or any part thereof.

Subordinate to Legislation.

It is understood that this schedule is superseded by and subordinate to any subsequent municipal, state or federal legislation.

P. F. FRENZER,
Superintendent Telegraph.

Approved: E. STENGER,
General Superintendent.

E. L. STUMP,
For the Telegraphers.

The Virginian Railway Company

(EFFECTIVE SEPTEMBER 1, 1917.)

Effective September 1st, 1917, the following rates of pay and regulations for telegraphers will govern:

ARTICLE I.

Definition of Telegrapher.

(a) Employees required to perform telegraph service of any character or duration, agent-telegraphers, telephoners, agent-telephoners, whose duties include the handling of train orders or blocking of trains, also other employees, if included in this schedule of wages, will be considered telegraphers within the meaning of this agreement. When necessary, telegraphers will be required to perform clerical duty.

Additional Positions.

(b) When additional positions are created, compensation will be fixed in conformity with positions of the same class.

ARTICLE II.

Promotion.

(a) Telegraphers are in line of promotion, advancement in their line of work depending upon faithful discharge of duty and their capacity for increased responsibility. When ability and character will permit, seniority will have preference. The proper official of the railway company will determine the fitness of telegraphers for advancement.

Vacancies.

(b) When a vacancy occurs or a new position is created on a superintendent's division, telegraphers will be notified, announcing the location and rate of pay, and they shall make application for the position within five days after date of notification, and such position may be permanently filled at the expiration of ten days.

Advertising Vacancies.

(c) All vacancies occurring in division offices, except the first and second tricks, will be advertised. When a telegrapher is assigned to the third trick he will be in line of promotion to the second trick when vacant, advancing to the first trick as vacancies occur, and will be entitled to the first vacancy in the dispatching force, if competent.

Reduction Dispatchers' Force.

(d) In the event of reduction in dispatchers' force, dispatchers so reduced will take standing according to their rights as telegraphers, but will retain their seniority as dispatchers.

Eligibility.

(e) A telegrapher shall not be eligible to return to a position vacated by him until same shall have been advertised a second time, unless there are no other applicants.

Seniority.

(f) Seniority will be effective when vacancies occur, new positions are created, or a position abolished. When a position is abolished, the telegrapher affected may displace any junior telegrapher who has not been in the service three (3) years, or go on the extra list, retaining his seniority. In the event there are no telegraphers in service younger than three (3) years, the youngest telegrapher may be displaced.

Filling Other Positions.

(g) Employees from the telegraph service filling the position of cashier, ticket seller, baggage agent or car agent, will retain their seniority rights, which may be asserted only by filing application for vacancies or new positions.

Incapacitated.

(h) If a telegrapher assigned to a position becomes incapacitated or unable to fill his position, he will be assigned to the extra list and will retain his seniority.

Reduction of Force.

(i) Telegraphers laid off on account of reduction of forces will have preference according to seniority on the division on which they were employed and will be given employment on other divisions in preference to persons not in the service. If transferred to another division their age in service shall date from date first employed, but their seniority shall date from time transferred.

Seniority List.

(j) Seniority list of telegraphers will be furnished by the superintendent to the local chairman of their respective divisions in January and July of each year.

ARTICLE III.

Day's Work Eight Hours.

(a) At offices where two or more tricks are worked, eight consecutive hours and time to make transfer will constitute a day's work.

Day's Work Nine Hours.

(b) At offices where one trick is worked, nine consecutive hours or less, including one hour for meals, will constitute a day's work.

Meal Hours.

(c) Telegraphers working more than eight hours will be granted not less than one hour for meals between 6:00 a. m. and 9:00 a. m., 11:00 a. m. and 2:00 p. m., 5:00 p. m. and 8:00 p. m., and 11:00 p. m. and 2:00 a. m. When this cannot be given, one hour overtime will be allowed.

Overtime.

(d) When telegraphers are required to remain on duty longer than their regular

hours, they will be paid regular overtime rate until relieved.

Calls.

(e) When telegraphers are required to return after the expiration of regular hours, they will remain on duty until finally relieved and will be paid 75 cents for the first hour or less and regular overtime rate thereafter.

Overtime Rate.

(f) Actual overtime will be paid at the rate of 45 cents per hour, except where the regular rate of pay exceeds the overtime rate, in which case overtime will be paid pro rata.

Reporting Overtime.

(g) Overtime must be reported within forty-eight hours. Should any discrepancy appear, notice will be given.

ARTICLE IV.

Mileage, Extra Telegrapher.

(a) An extra telegrapher sent from his regular headquarters, or any office, to work extra at other offices, by order of the chief train dispatcher, will be paid one cent and a half per mile, going and returning.

Mileage, Regular Telegrapher.

(b) When a regular telegrapher is sent from his office to another office by the chief train dispatcher to work extra, he will be paid two cents per mile, going and returning, and \$1.00 per calendar day for his expenses until he returns to his regular position, in addition to his regular pay. In case the office he goes to pays a higher rate than his regular office, he will be paid the higher rate.

Station Transfer.

(c) Agents will not be required to lose time while the station is being transferred.

ARTICLE V.

Sunday Work.

(a) Telegraphers will be excused from Sunday duty so far as possible, and no deduction shall be made from their pay on that account.

ARTICLE VI.

Discipline.

(a) No telegrapher will be suspended or discharged from the service of the company without just cause, and will be given a prompt hearing within five days, if practicable, and will be notified promptly of the decision rendered. He may have at his investigation an employee in good standing, and if he considers his punishment unjust, he may appeal within ten days, in writing, personally, or by his representative, from the superintendent to the general superintendent, and from the general superintendent to the general manager, and if, upon investigation, it is found the punishment is unjust, he will be reinstated and paid for full time lost.

ARTICLE VII.

Pumping.

(a) Telegraphers required to run pumps will receive extra compensation at the rate of \$15.00 per month.

Cleaning Station.

(b) Labor will be furnished to wash windows and scrub the floors of buildings occupied by telegraphers, when needed.

ARTICLE VIII.

Leave of Absence.

(a) It is understood that a leave of absence will be granted only when it can be done without detriment to the service.

(b) A leave of absence will not be granted in any calendar year for a longer period than ninety days, except as herein provided. A leave of absence will be granted in case of sickness or injury for a period to cover such sickness or injury. A leave of absence will be granted members of committees representing employees covered by this agreement, to cover period of committee work. A leave of absence may be granted to employees who have been in the service three years or longer to attend college, said leave to cover college term. If a telegrapher accepts an advertised position during his leave of absence he must fill the position within thirty days.

(c) When relief is granted the relieving telegrapher will receive not less than the regular pay at such station.

ARTICLE IX.

Attending Court.

(a) Telegraphers, while attending court, or being held to attend court in behalf of the company, will receive \$6.50 per calendar day, be furnished with transportation, and will pay their own expenses, they to turn in their court ticket received from the clerk of the court to the railway company's representative.

Commission on Western Union Telegrams.

(b) Telegraphers handling commercial telegrams will be allowed a commission of five per cent of this line cash receipts. The railway company will discontinue paying this commission should the Western Union Telegraph Company at a later date agree to pay the telegraphers a commission of ten per cent on all commercial telegraph business handled by them.

ARTICLE X.

Annual Vacation.

(a) All telegraphers who are required to work fifteen or more Sundays per year and have been in the service of the company two years or longer, will be allowed fifteen days' vacation annually on full pay.

(b) When vacation cannot be allowed by the company as required by this article, compensation, in addition, will be allowed to cover the vacation period.

ARTICLE XI.

Agreement.

(a) The company, on its part, and the telegraphers, on their part, agree with each other that they will perform the several stipulations and duties required as to these rules and regulations.

Notice of Change.

(b) If either party desires a change in the articles set forth in this agreement, the

other party shall be given thirty days' notice, in writing, setting forth the desired change or changes to be made.

WAGE SCALE.

FIRST AND SECOND DIVISIONS.

Station and Position.	Rate Per Month.
Sewalls Point, first telegrapher clerk.....	\$ 90.00
Second telegrapher clerk.....	90.00
Third telegrapher clerk.....	90.00
Norfolk (GO), telegrapher.....	102.00
Carolina, first telegrapher leverman.....	88.00
Second telegrapher leverman.....	88.00
Third telegrapher leverman.....	88.00
South Norfolk, first telegrapher lev.....	85.00
Second telegrapher leverman.....	85.00
Third telegrapher leverman.....	85.00
South Branch, ticket clerk.....	95.00
Suffolk, agent telegrapher.....	95.00
Burdette, agent telegrapher.....	78.00
Sedley, agent telegrapher.....	78.00
Sebrell, agent telegrapher.....	78.00
Second telegrapher clerk.....	77.00
Third telegrapher clerk.....	77.00
Jarratt, agent telegrapher.....	95.00
First telegrapher leverman.....	80.00
Second telegrapher leverman.....	80.00
Third telegrapher leverman.....	80.00
Purdy, agent telegrapher.....	78.00
Adsit, agent telegrapher.....	78.00
Dolphin, agent telegrapher.....	78.00
Dundas, agent telegrapher.....	78.00
Kenbridge, agent telegrapher.....	95.00
First telegrapher clerk.....	78.00
Victoria, first telegrapher clerk.....	98.00
Second telegrapher clerk.....	98.00
Third, telegrapher clerk.....	98.00
Meherrin, agent telegrapher.....	80.00
Abilene, agent telegrapher.....	78.00
Cullen, agent telegrapher.....	78.00
Phenix, agent telegrapher.....	85.00
Second telegrapher clerk.....	77.00
Third telegrapher clerk.....	77.00
Aspen, agent telegrapher.....	78.00
Brookneal, agent telegrapher.....	85.00
Altavista, agent telegrapher.....	100.00
Telegrapher clerk.....	77.00
Seneca, agent telegrapher.....	78.00
Second telegrapher clerk.....	77.00
Third telegrapher clerk.....	77.00
Huddleston, agent telegrapher.....	84.00
Second telegrapher clerk.....	77.00
Third telegrapher clerk.....	77.00
Stone Mountain, agent telegrapher.....	78.00
Moneta, agent telegrapher.....	84.00
Goodview, agent telegrapher.....	78.00
Roanoke (RO), first telegrapher clerk.....	95.00
Second telegrapher clerk.....	95.00
Third telegrapher clerk.....	95.00
Relief agent.....	110.00

THIRD AND DEEPWATER DIVISIONS.

Station and Position.	Rate Per Month.
Salem, agent telegrapher.....	\$ 93.00
Telegrapher clerk.....	82.00
Fagg, telegrapher.....	82.00

Station and Position.	Rate Per Month.
Ellett, agent telegrapher.....	\$ 87.00
Merrimac, agent telegrapher.....	87.00
Whitethorne, agent telegrapher.....	87.00
Second telegrapher clerk.....	83.00
Third telegrapher clerk.....	83.00
Eggleston, agent telegrapher.....	87.00
Pembroke, agent telegrapher.....	87.00
Norcross, first telegrapher clerk.....	81.00
Second telegrapher clerk.....	81.00
Third telegrapher clerk.....	81.00
Rich Creek, agent telegrapher.....	87.00
Kelleysville, first telegrapher clerk.....	81.00
Second telegrapher clerk.....	81.00
Third telegrapher clerk.....	81.00
Princeton (SO), first telegrapher clerk.....	98.00
Second telegrapher clerk.....	98.00
Third telegrapher clerk.....	98.00
Gardner Jct., agent telegrapher.....	86.00
Rock, telegrapher.....	83.00
Kegley, agent telegrapher.....	85.00
Second telegrapher clerk.....	83.00
Third telegrapher clerk.....	83.00
Matoaka, agent telegrapher.....	93.00
Telegrapher clerk.....	85.00
Clarks Gap, first telegrapher.....	83.00
Second telegrapher.....	83.00
Third telegrapher.....	83.00
Micajah, first telegrapher.....	83.00
Second telegrapher.....	83.00
Third telegrapher.....	83.00
Herndon, agent telegrapher.....	89.00
First telegrapher clerk.....	83.00
Second telegrapher clerk.....	83.00
Third telegrapher clerk.....	83.00
Bud, first telegrapher clerk.....	83.00
Second telegrapher clerk.....	83.00
Third telegrapher clerk.....	83.00
Mullens, agent telegrapher.....	100.00
Cashier.....	83.00
First telegrapher clerk.....	86.00
Second telegrapher clerk.....	86.00
Third telegrapher clerk.....	86.00
Maben, agent telegrapher.....	89.00
First telegrapher clerk.....	83.00
Second telegrapher clerk.....	83.00
Third telegrapher clerk.....	83.00
Slab Fork, agent telegrapher.....	89.00
Second telegrapher clerk.....	83.00
Third telegrapher clerk.....	83.00
Lester, agent telegrapher.....	90.00
Surveyor, agent telegrapher.....	85.00
Second telegrapher clerk.....	83.00
Third telegrapher clerk.....	83.00
Eccles, agent telegrapher.....	89.00
First telegrapher clerk.....	83.00
Second telegrapher clerk.....	83.00
Third telegrapher clerk.....	83.00
Harper, agent telegrapher.....	86.00
Pax, agent telegrapher.....	92.00
First telegrapher clerk.....	83.00
Second telegrapher clerk.....	83.00
Third telegrapher clerk.....	83.00
Bishop, agent telegrapher.....	86.00
Page, agent telegrapher.....	120.00
First telegrapher clerk.....	90.00
Second telegrapher clerk.....	90.00
Third telegrapher clerk.....	90.00

WINDING GULF BRANCH.

Station and Position.	Rate Per Month.
Amigo, agent telegrapher.....	\$ 89.00
Besoco, agent telegrapher.....	89.00
Tams, agent telegrapher.....	89.00
Woodbay, agent telegrapher.....	89.00
Second telegrapher clerk.....	83.00
Third telegrapher clerk.....	83.00
Sophia, agent telegrapher.....	89.00
Pemberton, agent telegrapher.....	93.00
Cashier	83.00
First telegrapher clerk.....	84.00
Second telegrapher clerk.....	84.00
Third telegrapher clerk.....	84.00

WHITE OAK BRANCH.

Station and Position.	Rate Per Month.
Oak Hill, agent telegrapher.....	\$ 90.00
Relief agent.....	110.00
For the Virginian Railway Co.:	
(Signed) G. N. MACDOUGALD, Superintendent Telegraph and Signals.	
For the Telegraphers:	
(Signed) H. W. HIX, General Chairman.	
Approved: E. E. KERWIN, Vice-President.	

Wabash Railway Company

(EFFECTIVE NOVEMBER 1, 1917.)

RULE I.

Telegrapher Defined.

All employees performing telegraph or telephone duties, whether termed agent, telegrapher, telephoner, leverman, agent and telegrapher or telephoner, clerk and telegrapher or telephoner, leverman and telegrapher or telephoner, or otherwise, and all other employees shown in Rule XXIV herein, except train dispatchers and operators of telephone exchanges, will be considered telegraphers under these rules.

Exclusive agents, enumerated in Rule XXIV, shall not be subject to the provisions of Rules III, IV and V.

No employees other than those covered by this schedule, and train dispatchers, will be permitted to handle train orders at places where telegraphers are located, where the telegrapher is available, or can be located without delay to the train.

RULE II.

Salary and New Positions.

A. The salary of each position, exclusive of express and Western Union commissions and other allowances, will be as designated in Rule XXIV, and when additional positions are created the compensation will be fixed in conformity with positions of similar class provided for in this schedule.

B. When express and Western Union commissions are discontinued at any office, thereby reducing the average monthly compensation paid to any position, prompt adjustment of the salary affected will be made, conforming to rates paid for similar positions.

RULE III.

Basis of a Day's Work.

A. At stations where but one telegrapher is employed in twenty-four hours, eleven consecutive hours, commencing between 6:00 and 8:00 a. m., or between 6:00 and 8:00 p. m., will constitute a day's work.

B. Where agent-telegrapher and one telegrapher are employed, nine consecutive hours will constitute a day's work.

C. Where two straight telegraphers only, or where three or more telegraphers are em-

ployed, eight consecutive hours will constitute a day's work.

D. At three-trick offices only, first trick will begin at 7:00 or 8:00 a. m., and other tricks in accordance therewith.

RULE IV.

Meal Hour.

Telegraphers working tricks of more than nine hours will be allowed one full hour for meals between 11:30 and 1:30, day and night, each day, and when they cannot be excused between these hours, they will be paid pro rata, with a minimum of 35 cents per hour, and allowed one hour for meals as soon thereafter as practicable.

No time will be allowed for meals on tricks of nine hours or less, unless it is convenient to do so.

RULE V.

Overtime.

A. Telegraphers required to remain on duty after the expiration of regular hours will be paid overtime pro rata, with a minimum of 35 cents per hour, except at "GM" St. Louis, "MD" Detroit, "AH" Forrest, and division telegraph offices at Montpelier, Peru, Decatur, Springfield and Moberly, where the minimum will be 50 cents per hour.

B. Telegraphers required to return to office outside of the established hours will be allowed 50 cents for the first hour or any part thereof, and pro rata, with a minimum of 35 cents per hour, thereafter.

C. Telegraphers required to remain continuously on duty after the established hours to attend passenger trains, will be allowed 35 cents for the first hour or any part thereof, and at overtime rates thereafter.

D. Telegraphers required to double will be paid for excess time as overtime, as per paragraph A.

E. In computing overtime, except in case of the first hour as per paragraphs B and C, thirty minutes or less will not be counted, and fractions of an hour over thirty minutes will be counted a full hour.

F. Claims for overtime or extra service should be presented to the chief dispatcher within forty-eight hours from time service

was performed, and no such claims will be allowed when not presented earlier than in the month following the month in which the service was performed.

G. Telegraphers will be notified when overtime or claims for extra service are not allowed, and a reason given therefor.

RULE VI.

Vacations.

Telegraphers who have been in the service of the company five years and under ten years, will be granted seven days' vacation each year with full pay, or seven days' additional pay in lieu thereof. Telegraphers who have been in the service of the company ten years or over, will be granted ten days' vacation each year with full pay, or ten days' additional pay in lieu thereof.

It is understood this rule becomes effective January 1, 1918.

RULE VII.

Sunday Work.

Telegraphers will be excused from work on Sunday, Christmas, July 4th, New Year's Day, Labor Day, Decoration Day and Thanksgiving Day, without reduction in pay, as far as possible.

At stations where only an agent-telegrapher is employed, he will be excused from service on above days, except that he will be required to attend passenger trains that receive or discharge passengers at his station, during regular working hours.

RULE VIII.

Special Service.

Telegraphers performing service at wrecks, washouts or other similar emergency offices, will receive a minimum of \$3.50 per day of ten consecutive hours or less, and overtime at overtime rates thereafter. Time to be computed from time of leaving regular place of employment until return thereto.

RULE IX.

Transfers.

A. Regular telegraphers transferred by order of the company, or to accept bulletined positions, will be paid for time necessary to make the change on basis of position vacated.

B. Telegrapher deadheading, by order of the company, will be allowed 35 cents per hour for time required by train to make the deadhead trip and return to his headquarters, with a minimum of three hours.

Note: Paragraph B not to apply when allowances are made under paragraph A.

C. When a regularly assigned telegrapher is temporarily assigned to a position paying a lower rate than his regular position, he is to be paid at his regular wages. If transferred to a position paying a higher rate, he shall receive such higher rate of pay and be allowed \$1.00 per day additional for expenses while filling such temporary assignment, if called away from regular assigned station.

D. Telegraphers will be furnished free transportation for themselves, their families and household goods, when transferring from one position to another.

E. Telegraphers on leave of absence, in returning to work, where auditor's transfer is necessary, shall report for duty to proper official and receive the regular compensation of station, if not checked in within five days of such notice.

RULE X.

Reporting for Duty, Leave of Absence.

A limit of ninety days will be placed on leave of absence for telegraphers. When a telegrapher is on leave of absence regardless of the length of same, he shall, unless prevented by his own illness, or that of his immediate family, report for duty at expiration of same. In case he fails to do this, his position will be declared vacant, and he will be placed on the extra list. In case he fails to report for duty within ten days after being placed on extra list, he shall then be taken off the seniority list.

It is understood, however, that this does not apply to members of the general committee while on committee work.

RULE XI.

Operating Pumps, Etc.

A. Telegraphers required to operate electric, gas or steam pumps will be paid \$5.00 to \$10.00 per month for such service, in addition to their regular salary, such compensation to be fixed according to length of time required to perform such service.

B. Telegraphers handling crossing gates, crossing bells, flagging crossings or handling main line switches at end of double track, will be allowed \$5.00 per month in addition to regular salary.

RULE XII.

Care of Depots, Switch Lamps, Etc.

Telegraphers will not be required to scrub offices or waiting rooms, wash windows, clean station platforms or grounds, oil interlocking plants, or clean snow from frogs or switches, except in cases of emergency, nor to handle switch, block or signal lamps, but will see that they are kept burning.

Telegraphers will be required to care for train order signal lamps, and will see that their stations are kept neat and clean.

RULE XIII.

Cleaning Battery.

Telegraphers will not be required to clean main or local batteries at stations where more than ten cells are in use.

RULE XIV.

Attending Court, Etc.

Telegraphers attending court or inquests by instructions of the superintendent will be paid full salary for time lost and reasonable expenses if away from home; if no time is lost, actual time at overtime rates will be allowed while so engaged, the company to receive the witness fees. Telegraphers attending company investigations will be paid full rates for time lost when not found at fault.

RULE XV.

Promotion and Rights.

A. Telegraphers will be in line for promotion, according to their term of service, de-

pendent upon faithful discharge of their duties, and ability to assume increased responsibilities.

Other qualifications being equal, the telegrapher longest in service on the division where employed shall have preference.

B. When a vacancy occurs in an exclusive agency, where the salary is \$125.00 or more per month, station employees eligible to the position will have a right to make application, and be considered for promotion, according to their age in the service.

When a telegrapher is used as an exclusive agent or train dispatcher temporarily, he will not thereby forfeit his regular assignment, which will be filled subject to his return by the oldest competent man on the extra list.

C. When a vacancy occurs or a new position is created on any division, all telegraphers in service on that division shall be notified by bulletin within ten days, and telegraphers will be allowed ten days in which to make application for such position, and position will be permanently filled within thirty days from date of vacancy, and telegrapher thus assigned will be notified in writing and the local chairman furnished with a copy of the assignment.

D. A telegrapher who declines to accept promotion shall not thereby forfeit his seniority rights, but shall not hold rights to a position which he has declined until the position is again vacant.

E. When a telegrapher is transferred and, after a fair trial, is found to be incompetent to fill the position to which he is assigned, he shall be transferred to the extra list, but will retain his seniority rights.

F. Telegraphers vacating a position will not be reappointed to such position, except upon a subsequent vacancy.

G. In the case of reduction of force in any office, the trick most affected by the rearrangement of hours will be considered abolished, and telegrapher affected will be given thirty days' notice prior to abolishment of tricks, when it is practical to do so, and the local chairman given copy of such notice.

H. When a position is abolished the telegrapher affected shall have privilege of replacing the junior regularly assigned telegrapher on the division, or being transferred to the extra list.

I. Telegraphers' seniority rights will date from the last time of entering the service and will extend over each division superintendent's district only.

J. Vacancies in "GM" office, St. Louis, will be bulletined on all divisions and telegrapher accepting position in that office will hold division rights while working there.

K. Telegraphers will not be permitted to give up a regular position and go on the extra list, nor to trade positions, and when assigned to a bulletined position, will be required to accept it.

RULE XVI.

List of Telegraphers.

A list of telegraphers will be kept on file in the chief dispatcher's office, and will be corrected on January 1st and July 1st of each year, and will be open to inspection of telegraphers interested.

Local chairman will be furnished copies.

RULE XVII.

Discipline.

A. Telegraphers will not be suspended, removed or dismissed from the service of the company without just cause. In case of suspension, removal or discharge of a telegrapher, he may, if he desires, have a thorough investigation by the proper officer; such desire shall be signified in writing within ten days of the date of suspension, removal or discharge, and the investigation shall be begun as soon as possible, but within ten days of date of such notice, and proceed with as little interruption as possible, until completed. The telegrapher shall have full opportunity to present his case and offer testimony, and may be accompanied by a fellow-employee. If the suspension, removal or dismissal is found to have been without just cause, the employee shall be reinstated and paid for time lost. Telegraphers will have the right to appeal any case to the higher officials in their regular order up to the general manager.

B. All complaints made by one employee against another must be made in writing and the papers shall be open to inspection.

C. Telegraphers will not be assessed fines for breakage.

RULE XVIII.

Employment.

When it becomes necessary to employ additional men, superintendents will, so far as practicable, employ men from other divisions of the system who are satisfactory and have a good record.

RULE XIX.

Service Letters.

A. When telegraphers who have been in the service three months or more leave the employ of the company, they shall, if they so desire, be furnished a service letter, showing length and kind of service rendered and whether leaving on account of resignation or dismissal.

B. Telegraphers securing employment with this company will, within thirty days from date of employment, have returned to them all service cards, letters of recommendation and other papers which have been furnished by them to the company for investigation.

RULE XX.

Copy of Schedule.

A. Each telegrapher will be furnished with a copy of this schedule and all amendments and supplements thereto.

B. Whenever a ruling is made by an official of the company having jurisdiction over the system, affecting the interpretation of any of the articles of this schedule, the general chairman of the telegraphers will be furnished a copy of such ruling.

RULE XXI.

Telegraphers and Officers to Confer.

When differences as to the schedule and practices under it arise, it is deemed best for the telegraphers and local officials to

confer individually, and in a fair spirit dispose of the matters. If, however, employees desire to present their views to any officer of the company by means of a committee selected from telegraphers in the employment of the company, service on such committees will not prejudice the standing of any telegrapher.

RULE XXII.

Transportation.

Transportation for long and continuous service will be issued to telegraphers on the following basis:

Five to ten years' continuous service—good for self on division on which employed.

Ten to fifteen years' continuous service—good for self and wife on division on which employed.

Fifteen years or more continuous service—good for self, wife and minor dependent children over the system.

RULE XXIII.

Changes in Schedule, Etc.

No rate, rule or part of rule in this schedule will be eliminated, annulled or changed without the approval of the general manager and general committee, and after thirty days' notice.

RULE XXIV.

WAGE SCALE.

(EFFECTIVE NOVEMBER 1, 1917.)

GENERAL OFFICES.

Station and Position.	Rate Per Month.
St. Louis (GM) Office, manager.....	\$130.00
Telegraphers	105.00

DETROIT DIVISION.

Exclusive Agencies.

Station and Position.	Rate per Month.
Hand	\$ 67.50
Romulus	*55.00
Milan	*60.00
Britton	77.00
Adrian	125.00
Franklin	*40.00
Montpelier	125.00
Wolcottville	95.00
Lakeville	*45.00
North Liberty	100.00
Crocker	*50.00
Gary	125.00
Tolleston	125.00
Aetna	100.00

Telegraphers.

Station and Position.	Rate per Month.
Detroit (Twelfth St.), manager.....	\$100.00
Telegraphers	100.00

*Joint office. Rates shown are Wabash proportion. The payment of commission on ticket sales is discontinued.

Oakwood (BO), first trick telegrapher	\$ 87.50
Second trick telegrapher.....	87.50
Third trick telegrapher.....	87.50

Station and Position.	Rate per Month.
Romulus, first trick teleg. leverman..	\$ 77.50
Second trick teleg. leverman.....	77.50
Third trick telegrapher leverman..	77.50
Belleville, agent telegrapher.....	82.50
Willis, agent telegrapher.....	75.00
Whittaker, agent telegrapher.....	75.00
Milan, first trick teleg. leverman....	*45.00
Second trick telegrapher leverman	*45.00
Third trick telegrapher leverman..	*45.00
Cone, agent telegrapher	75.00
Britton, first trick teleg. leverman....	75.00
Second trick telegrapher leverman	75.00
Third trick telegrapher leverman..	75.00
Holloway, agent telegrapher.....	75.00
Adrian, first trick teleg. and ticket agt.	90.00
Second trick teleg. and ticket clerk	85.00
Third trick teleg. and ticket clerk	85.00
Sand Creek, agent telegrapher.....	75.00
Ennis, agent telegrapher	75.00
North Morenci agent telegrapher.....	75.00
Second trick telegrapher.....	72.50
Third trick telegrapher.....	72.50
Munson, agent telegrapher.....	75.00
Franklin, first trick teleg. leverman...	75.00
Second trick telegrapher leverman	75.00
Third trick telegrapher leverman..	75.00
Alvordton, agent telegrapher.....	85.00
Kunkle, agent telegrapher.....	75.00
Montpelier (NG), manager.....	105.00
Telegrapher (5:00 a. m. job).....	97.50
Telegraphers	95.00
Edon, agent telegrapher	80.00
Second trick telegrapher.....	75.00
Third trick telegrapher.....	72.50
Hamilton, agent telegrapher.....	77.00
Ashley, agent telegrapher	80.00
Second trick telegrapher.....	75.00
Third trick telegrapher.....	70.00
Stroh, agent telegrapher	88.00
Helmer, agent telegrapher	77.00
South Milford, agent telegrapher.....	75.00
Wolcottville, telegrapher leverman....	*39.50
Telegrapher leverman	79.00
Topeka, agent telegrapher	80.00
Second trick telegrapher	75.00
Third trick telegrapher	72.50
Benton, agent telegrapher	80.00
Second trick telegrapher	75.00
Third trick telegrapher	70.00
New Paris, agent telegrapher.....	85.00
Foraker, agent telegrapher.....	75.00
Wakarusa, agent telegrapher	\$ 85.00
Second trick telegrapher	75.00
Third trick telegrapher	72.50
Wyatt, agent telegrapher	75.00
Pine, agent telegrapher	77.00
North Liberty, first trick telegrapher..	80.00
Second trick telegrapher.....	80.00
Third trick telegrapher	80.00
Magee, agent telegrapher leverman...	75.00
Second trick telegrapher leverman	72.50
Third trick telegrapher leverman..	72.50
Westville, agent telegrapher.....	80.00
Second trick telegrapher.....	75.00
Third trick telegrapher	72.50
Crocker, first trick teleg. leverman....	*40.00
Second trick telegrapher leverman	*40.00
Third trick telegrapher leverman..	75.00
Aetna, telegrapher	77.00

Station and Position.	Rate per Month.
Gary, first trick telegrapher.....	\$ 85.00
Second trick telegrapher.....	85.00
Third trick telegrapher.....	85.00
Tolleston, telegrapher.....	85.00

PERU DIVISION.

Exclusive Agencies.	Rate per Month.
Butler.....	\$ 90.00
Napoleon.....	107.50
Defiance.....	125.00
New Haven.....	107.50
Huntington.....	125.00
Wabash.....	125.00
Peru.....	125.00
Logansport.....	125.00
Clymers.....	*47.50
Delphi.....	95.00
Lafayette.....	140.00
Attica.....	125.00
Williamsport.....	80.00
West Lebanon.....	82.50
Danville.....	140.00

Telegraphers.

Station and Position.	Rate per Month.
Toledo (DQ), telegrapher.....	\$ 82.50
Yard, first trick telegrapher.....	85.00
Second trick telegrapher.....	85.00
Third trick telegrapher.....	85.00
Gould, first trick teleg. leverman....	77.50
Second trick telegrapher leverman....	77.50
Third trick telegrapher leverman....	77.50
Maumee, agent teleg. leverman.....	87.50
Second trick telegrapher leverman....	72.50
Third trick telegrapher leverman....	72.50
Wauseon, agent telegrapher.....	82.50
Second trick telegrapher.....	75.00
West Unity, agent telegrapher.....	77.50
Blakesley, agent telegrapher.....	72.50
Second trick telegrapher.....	70.00
(GS Tower), first trick telegrapher..	70.00
Second trick telegrapher.....	70.00
Butler, second trick telegrapher.....	72.50
Third trick telegrapher.....	72.50
St. Joe, agent telegrapher.....	75.00
Spencerville, agent telegrapher.....	80.00
Second trick telegrapher.....	70.00
Third trick telegrapher.....	70.00
Grabill, agent telegrapher.....	95.00
Whitehouse, agent telegrapher.....	87.50
Liberty Center, agent telegrapher....	87.50
Napoleon, second trick telegrapher....	80.00
Third trick telegrapher.....	75.00
Okolona, agent telegrapher.....	82.50
Defiance, first trick teleg. and clerk..	85.00
Second trick telegrapher.....	80.00
Cecil, agent telegrapher.....	*50.00
Antwerp, agent telegrapher.....	92.50
Second trick telegrapher.....	72.50
Woodburn, agent telegrapher.....	87.50
New Haven, first trick telegrapher....	72.50
Second trick telegrapher.....	72.50
Third trick telegrapher.....	72.50
Ft. Wayne, first trick telegrapher....	87.50
Second trick telegrapher.....	87.50
Third trick telegrapher.....	87.50
Hugo, first trick teleg. leverman.....	75.00
Second trick telegrapher leverman....	75.00
Third trick telegrapher leverman....	75.00
Roanoke, agent telegrapher.....	75.00
Second trick telegrapher.....	70.00
Third trick telegrapher.....	70.00

Station and Position.	Rate per Month.
Huntington, first trick teleg. ticket clk..	\$ 80.00
Second trick telegrapher.....	80.00
Third trick telegrapher.....	80.00
Andrews, agent telegrapher.....	85.00
Yard, telegrapher.....	70.00
Lagro, agent telegrapher.....	77.50
Wabash, first trick teleg. ticket clerk..	80.00
Second trick telegrapher.....	80.00
Third trick telegrapher.....	80.00
Rich Valley, agent telegrapher.....	72.50
Peru Junction, first trick teleg. lev'm'n	75.00
Second trick telegrapher leverman....	75.00
Third trick telegrapher leverman....	75.00
(Z Office), manager.....	105.00
Telegraphers.....	95.00
West Peru Yard, first trick telegrapher..	80.00
Second trick telegrapher.....	80.00
Third trick telegrapher.....	80.00
New Waverly, agent telegrapher.....	72.50
Second trick telegrapher.....	70.00
Third trick telegrapher.....	70.00
Logansport, first trick telegrapher....	80.00
Second trick telegrapher.....	80.00
Third trick telegrapher.....	80.00
Clymers, first trick teleg. leverman....	80.00
Second trick telegrapher leverman....	80.00
Third trick telegrapher leverman....	80.00
Rockfield, agent telegrapher.....	72.50
Delphi, first trick telegrapher.....	80.00
Second trick telegrapher.....	80.00
Third trick telegrapher.....	80.00
Buck Creek, agent telegrapher.....	72.50
Second trick telegrapher.....	70.00
Third trick telegrapher.....	70.00
Lafayette, first trick telegrapher.....	82.50
Second trick telegrapher.....	82.50
Third trick telegrapher.....	82.50
West Point, agent telegrapher.....	77.50
Second trick telegrapher.....	70.00
Third trick telegrapher.....	70.00
Attica, first trick telegrapher clerk....	85.00
Second trick telegrapher.....	80.00
Third trick telegrapher.....	80.00
Covington, agent telegrapher.....	80.00
Williamsport, first trick telegrapher..	72.50
Second trick telegrapher.....	72.50
Third trick telegrapher.....	72.50
West Lebanon, first trick telegrapher..	72.50
Second trick telegrapher.....	70.00
Third trick telegrapher.....	70.00
State Line, agent telegrapher.....	72.50
Second trick telegrapher.....	70.00
Third trick telegrapher.....	70.00
Danville, first trick telegrapher.....	80.00
Second trick telegrapher.....	80.00
Third trick telegrapher.....	80.00
Tilton, first trick telegrapher.....	85.00
Second trick telegrapher.....	85.00
Third trick telegrapher.....	85.00

DECATUR DIVISION.

Exclusive Agencies.	Rate per Month.
Orland.....	\$ 77.00
Brisbane.....	*50.00
Manhattan.....	93.00
Streator.....	115.00
Pontiac.....	102.50
Gibson.....	105.00
Forrest.....	115.00
Mansfield.....	80.00
Lodge.....	*38.50
Monticello.....	105.00

Station and Position.	Rate per Month.
Bement	\$115.00
Tolono	100.00
Taylorville	125.00
Litchfield	125.00
Mt. Olive	110.00
Staunton	110.00
Edwardsville Junction	100.00
Granite City	110.00

Telegraphers.

Station and Position.	Rate Per Month.
Chicago (47th St.), first trick teleg...	\$ 87.50
Second trick telegrapher.....	*87.50
Third trick telegrapher.....	87.50
Landers, telegrapher.....	80.00
Ashburn, agent telegrapher.....	88.00
Second trick telegrapher.....	75.00
Third trick telegrapher.....	75.00
Chicago (Ridge Tower), first trick telegrapher leverman.....	82.50
Second trick telegrapher leverman.....	82.50
Third trick telegrapher leverman.....	82.50
Chicago Ridge, agent telegrapher....	*45.00
Orland, first trick telegrapher.....	72.50
Second trick telegrapher.....	72.50
Third trick telegrapher.....	72.50
Marley, agent telegrapher.....	75.00
Second trick telegrapher.....	72.50
Third trick telegrapher.....	72.50
Steele and New Lenox, agent teleg....	*40.00
Brisbane, first trick telegrapher.....	75.00
Second trick telegrapher.....	75.00
Third trick telegrapher.....	75.00
Manhattan, first trick telegrapher....	75.00
Second trick telegrapher.....	75.00
Third trick telegrapher.....	75.00
Symerton, agent telegrapher.....	75.00
Second trick telegrapher.....	71.50
Ballou, agent telegrapher.....	75.00
Second trick telegrapher.....	72.50
Third trick telegrapher.....	72.50
Ritchie, agent telegrapher.....	75.00
Essex Tower, first trick teleg. l'man	75.00
Second trick telegrapher leverman.....	75.00
Third trick telegrapher leverman.....	75.00
Essex, agent telegrapher.....	75.00
Reddick, agent telegrapher.....	75.00
Telegrapher leverman.....	75.00
Campus, agent telegrapher.....	75.00
Second trick telegrapher.....	72.50
Third trick telegrapher.....	72.50
Emington, agent telegrapher.....	75.00
Saunemin, agent telegrapher.....	85.00
Second trick telegrapher.....	75.00
Third trick telegrapher.....	72.50
Wing, agent telegrapher.....	75.00
Second trick telegrapher.....	72.50
Third trick telegrapher.....	72.50
Forrest, first trick telegrapher.....	82.50
Second trick telegrapher.....	82.50
Third trick telegrapher.....	82.50
Streator, telegrapher clerk.....	72.50
Cornell, agent telegrapher.....	75.00
Pontiac, telegrapher clerk.....	72.50
Strawn, agent telegrapher.....	75.00
Second trick telegrapher.....	72.50
Third trick telegrapher.....	72.50
Sibley, agent telegrapher.....	80.00
Second trick telegrapher.....	75.00
Third trick telegrapher.....	72.50
Gibson, first trick telegrapher.....	77.50
Second trick telegrapher.....	77.50
Third trick telegrapher.....	75.00

Station and Position.	Rate per Month.
Foosland, agent telegrapher.....	\$ 75.00
Second trick telegrapher.....	72.50
Third trick telegrapher.....	72.50
Lotus, agent telegrapher.....	*38.00
Osman, agent telegrapher.....	75.00
Lodge, first trick teleg. leverman....	75.00
Second trick telegrapher leverman.....	75.00
Third trick telegrapher leverman.....	75.00
Monticello, telegrapher clerk.....	80.00
Bement, first trick telegrapher.....	82.50
Second trick telegrapher.....	82.50
Third trick telegrapher.....	82.50
Lovington, agent telegrapher.....	80.00
Sullivan, agent telegrapher.....	95.00
Second trick telegrapher.....	75.00
Windsor, agent telegrapher.....	77.00
Strasburg, agent telegrapher.....	71.50
Stewardson, agent telegrapher.....	71.50
Shumway, agent telegrapher.....	75.00
Effingham, agent telegrapher.....	72.50
Catlin, agent telegrapher.....	75.00
Fairmount, agent telegrapher.....	77.00
Homer, agent telegrapher.....	82.50
Sidney, agent telegrapher.....	95.00
Second trick telegrapher.....	75.00
Third trick telegrapher.....	75.00
Urbana, agent telegrapher.....	110.00
Champaign, agent telegrapher.....	110.00
Philo, agent telegrapher.....	80.00
Sadorus, agent telegrapher.....	80.00
Ivesdale, agent telegrapher.....	85.00
Millmine, agent telegrapher.....	75.00
Cerro Gordo, agent telegrapher.....	77.00
Second trick telegrapher.....	75.00
Third trick telegrapher.....	75.00
East Decatur, first trick telegrapher..	85.00
Second trick telegrapher.....	85.00
Third trick telegrapher.....	85.00
(JO Office), first trick telegrapher..	85.00
Second trick telegrapher.....	85.00
Third trick telegrapher.....	85.00
(XD Office), manager.....	115.00
Telegraphers.....	95.00
(Mercer Street), first trick telegrapher leverman.....	80.00
Second trick telegrapher leverman.....	80.00
Third trick telegrapher leverman.....	80.00
Allen, first trick teleg. leverman.....	75.00
Second trick telegrapher leverman.....	75.00
Third trick telegrapher leverman.....	75.00
Boody, agent telegrapher.....	75.00
Second trick telegrapher.....	72.50
Third trick telegrapher.....	72.50
Blue Mound, agent telegrapher.....	80.00
Stonington, agent telegrapher.....	82.50
Second trick telegrapher.....	77.00
Third trick telegrapher.....	75.00
Taylorville, first trick teleg. ticket clk.	82.50
Second trick teleg. ticket clerk.....	82.50
Third trick teleg. ticket clerk.....	82.50
Palmer, agent telegrapher.....	75.00
Morrisonville, agent telegrapher.....	85.00
Second trick telegrapher.....	72.50
Third trick telegrapher.....	72.50
Harvel, agent telegrapher.....	75.00
Raymond, agent telegrapher.....	80.00
Second trick telegrapher.....	72.50
Honey Bend, agent telegrapher.....	75.00
Litchfield, first trick telegrapher.....	82.50
Second trick telegrapher.....	82.50
Third trick telegrapher.....	82.50
Mt. Olive, telegrapher.....	77.00

Station and Position.	Rate per Month.
Karnes, first trick telegrapher.....	\$ 77.00
Second trick telegrapher.....	77.00
Third trick telegrapher.....	77.00
Staunton, telegrapher.....	77.00
Worden, agent telegrapher.....	80.00
Second trick telegrapher.....	75.00
Third trick telegrapher.....	72.50
Carpenter, agent telegrapher.....	75.00
Edwardsville Jct., first trick teleg.....	77.50
Second trick telegrapher.....	77.50
Third trick telegrapher.....	77.50
Edwardsville, agent telegrapher.....	107.50
Poag, agent telegrapher.....	75.00
Mitchell, second trick telegrapher.....	72.50
Third trick telegrapher.....	72.50
Nameoki, agent telegrapher.....	*30.00
Granite City, first trick teleg. tkt. clk.	80.00
Second trick teleg. ticket clerk...	80.00
Third trick teleg. ticket clerk.....	80.00
Brooklyn, first trick telegrapher.....	85.00
Second trick telegrapher.....	85.00
Third trick telegrapher.....	85.00
East St. Louis (K. Office), telegrapher	85.00

SPRINGFIELD DIVISION.

Exclusive Agencies.	Rate per Month.
Jacksonville.....	\$130.00
Bluffs.....	110.00
Riverton.....	100.00

Telegraphers.

Station and Position.	Rate Per Month.
Harristown, agent telegrapher.....	\$ 75.00
Niantic, agent telegrapher.....	77.00
Illioopolis, agent telegrapher.....	85.00
Lanesville, agent telegrapher.....	75.00
Second trick telegrapher.....	72.50
Third trick telegrapher.....	71.50
Buffalo, agent telegrapher.....	75.00
Dawson, agent telegrapher.....	77.50
Riverton, first trick telegrapher.....	75.00
Second trick telegrapher.....	72.50
Third trick telegrapher.....	72.50
Springfield (JN Office), manager.....	105.00
First trick telegrapher.....	95.00
Second trick telegrapher.....	95.00
Third trick telegrapher.....	95.00
Iles, first trick teleg. leverman.....	80.00
Second trick telegrapher leverman...	80.00
Third trick telegrapher leverman...	80.00
Curran, agent telegrapher.....	75.00
Bates, agent telegrapher.....	75.00
Berlin, agent telegrapher.....	82.50
Second trick telegrapher.....	72.50
Third trick telegrapher.....	71.50
Alexander, agent telegrapher.....	82.50
Arnold, agent telegrapher.....	75.00
Jacksonville, first trick telegrapher...	82.50
Second trick telegrapher.....	82.50
Third trick telegrapher.....	82.50
Bluffs, first trick telegrapher.....	85.00
Second trick telegrapher.....	85.00
Third trick telegrapher.....	85.00
Valley City, agent telegrapher.....	75.00
Second trick telegrapher.....	72.50
Third trick telegrapher.....	71.50
Griggsville, agent telegrapher.....	100.00
Second trick telegrapher.....	72.50
Third trick telegrapher.....	71.50
Maysville, agent telegrapher.....	75.00
Pittsfield, agent telegrapher.....	115.00

Station and Position.	Rate per Month.
New Salem, agent telegrapher.....	\$ 75.00
Baylis, agent telegrapher.....	85.00
Second trick telegrapher.....	72.50
Third trick telegrapher.....	72.50
Barry, agent telegrapher.....	100.00
Second trick telegrapher.....	72.50
Third trick telegrapher.....	71.50
Kinderhook, agent telegrapher.....	77.00
Second trick telegrapher.....	72.50
Third trick telegrapher.....	71.50
East Hannibal, first trick telegrapher	
toll collector.....	77.50
Second trick teleg. toll collector...	77.50
Third trick teleg. toll collector...	77.50
Meredosia, agent telegrapher.....	72.50
Versailles, agent telegrapher.....	70.00
Mt. Sterling, agent telegrapher.....	110.00
Clayton, agent telegrapher.....	77.50
Camp Point, agent telegrapher.....	75.00
Quincy, first trick telegrapher clerk...	85.00
Second trick telegrapher clerk.....	80.00
Bowen, agent telegrapher.....	71.50
Denver, agent telegrapher.....	70.00
Carthage, agent telegrapher.....	85.00

MOBERLY DIVISION.

Exclusive Agencies.	Rate per Month.
Delmar.....	\$120.00
Ferguson.....	120.00
Montgomery.....	77.50
Macon.....	120.00
Moulton.....	115.00
St. Charles.....	120.00
Mexico.....	125.00
Columbia.....	125.00
Moberly.....	135.00
Kirksville.....	125.00
Centralia.....	88.00
La Plata.....	105.00

Telegraphers.

Station and Position.	Rate Per Month.
St. Louis (P Office), telegrapher.....	\$ 85.00
Luther, first trick telegrapher.....	85.00
Second trick telegrapher.....	85.00
Third trick telegrapher.....	85.00
Ewing Avenue, teleg. yard clerk.....	80.00
Vandeventer, agent telegrapher.....	95.00
Second trick telegrapher.....	75.00
Page Avenue, first trick teleg. lev'man	85.00
Second trick telegrapher leverman...	85.00
Third trick telegrapher leverman...	85.00
Ferguson, first trick telegrapher.....	80.00
Second trick telegrapher.....	80.00
Third trick telegrapher.....	80.00
Bridgeton, agent telegrapher.....	75.00
Second trick telegrapher.....	71.50
St. Charles, agent telegrapher.....	88.00
Second trick telegrapher.....	80.00
Third trick telegrapher.....	80.00
St. Peters, agent telegrapher.....	77.50
O'Fallon, agent telegrapher.....	72.50
Second trick telegrapher.....	72.50
Third trick telegrapher.....	72.50
Gilmore, agent telegrapher.....	*50.00
Second trick telegrapher.....	70.00
Third trick telegrapher.....	70.00
Wentzville, agent telegrapher.....	72.50
Foristell, agent telegrapher.....	72.50
Second trick telegrapher.....	70.00
Wright, agent telegrapher.....	72.50

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Truesdale, agent telegrapher.....	\$ 82.50	Gallatin	\$105.00
Second trick telegrapher.....	72.50	Stanberry	120.00
Third trick telegrapher.....	71.50	Maryville	120.00
Pendleton, agent telegrapher.....	72.50	Shehandoah	120.00
Jonesburg, agent telegrapher	72.50		
High Hill, agent telegrapher.....	85.00		
Second trick telegrapher.....	77.50		
Third trick telegrapher.....	77.50		
New Florence, agent telegrapher.....	75.00		
Montgomery, first trick telegrapher..	80.00		
Second trick telegrapher.....	77.50		
Third trick telegrapher.....	77.50		
Wellsville, agent telegrapher.....	75.00		
Second trick telegrapher.....	72.50		
Martinsburg, agent telegrapher.....	72.50		
Second trick telegrapher.....	70.00		
Benton City, agent telegrapher.....	72.50		
Mexico, first trick telegrapher.....	85.00		
Second trick telegrapher.....	80.00		
Third trick telegrapher.....	80.00		
Thompson, agent telegrapher.....	72.50		
Second trick telegrapher.....	70.00		
Third trick telegrapher.....	70.00		
Centralia, first trick telegrapher.....	77.50		
Second trick telegrapher.....	77.50		
Third trick telegrapher.....	77.50		
Columbia, telegrapher clerk.....	90.00		
Sturgeon, agent telegrapher.....	75.00		
Second trick telegrapher.....	70.00		
Clark, agent telegrapher.....	*42.50		
Second trick telegrapher leverman..	*39.50		
Third trick telegrapher leverman..	*39.50		
Renick, agent telegrapher	72.50		
Moberly (GO Office), manager.....	105.00		
Telegraphers	95.00		
Jacksonville, agent telegrapher.....	72.50		
Macon, first trick telegrapher.....	82.50		
Second trick telegrapher.....	77.50		
Third trick telegrapher.....	77.50		
Atlanta, agent telegrapher.....	75.00		
LaPlata, first trick telegrapher.....	77.50		
Second trick telegrapher.....	75.00		
Third trick telegrapher.....	75.00		
Kirksville, first trick telegrapher.....	82.50		
Second trick telegrapher.....	80.00		
Third trick telegrapher.....	77.50		
Green Top, agent telegrapher.....	75.00		
Queen City, agent telegrapher.....	75.00		
Glenwood, agent telegrapher.....	75.00		
Coatesville, agent telegrapher.....	72.50		
Moulton, first trick telegrapher.....	82.50		
Second trick telegrapher.....	82.50		
Third trick telegrapher.....	82.50		
West Grove, agent telegrapher.....	80.00		
Roomfield, agent telegrapher.....	92.50		
Udell, agent telegrapher.....	72.50		
Moravia, agent telegrapher.....	75.00		
Lovilia, agent telegrapher.....	71.50		
Bussey, agent telegrapher.....	71.50		
Tracy, agent telegrapher.....	75.00		
Cordova, agent telegrapher	71.50		
Percy, agent telegrapher.....	71.50		
Runnels, agent telegrapher.....	75.00		

WESTERN DIVISION.

Exclusive Agencies.	Rate per Month.	Station and Position.	Rate Per Month.
Huntsville	\$ 85.00	Moberly (DS Office), telegraphers....	\$ 95.00
Salisbury	115.00	(NE Office), first trick telegrapher..	85.00
Brunswick	120.00	Second trick telegrapher.....	85.00
Carrollton	125.00	Third trick telegrapher.....	85.00
Excelsior Springs	120.00	Huntsville, first trick teleg. leverman.	77.50
Chillicothe	120.00	Second trick telegrapher leverman..	75.00
		Third trick telegrapher leverman..	75.00
		Clifton, agent teleg. leverman.....	80.00
		Second trick telegrapher leverman	75.00
		Third trick telegrapher leverman..	75.00
		Salisbury, first trick teleg. leverman..	77.50
		Second trick telegrapher leverman	75.00
		Third trick telegrapher leverman..	75.00
		Glasgow, agent telegrapher.....	80.00
		Keytesville, agent telegrapher.....	82.50
		Second trick telegrapher.....	72.50
		Third trick telegrapher.....	72.50
		Dalton, agent telegrapher.....	72.50
		Brunswick, first trick telegrapher....	85.00
		Second trick telegrapher.....	85.00
		Third trick telegrapher.....	85.00
		Dewitt, agent telegrapher.....	75.00
		Second trick telegrapher.....	72.50
		Miami, agent telegrapher.....	75.00
		Wakenda, agent telegrapher.....	75.00
		Second trick telegrapher.....	72.50
		Third trick telegrapher.....	71.50
		Carrollton, first trick telegrapher....	80.00
		Second trick telegrapher.....	77.50
		Third trick telegrapher.....	77.50
		Orrick, agent telegrapher.....	80.00
		Second trick telegrapher.....	72.50
		Excelsior Springs Junction, agt. teleg.	72.50
		Second trick telegrapher.....	72.50
		Third trick telegrapher.....	72.50
		Excelsior Springs, telegrapher clerk..	82.50
		Missouri City, agent telegrapher.....	80.00
		Second trick telegrapher.....	71.50
		South Liberty, agent telegrapher.....	72.50
		Kansas City (KN Office), first trk. tel.	85.00
		Second trick telegrapher and clerk	85.00
		Third trick telegrapher and clerk	85.00
		Triplett, agent telegrapher.....	72.50
		Whitham, agent telegrapher.....	71.50
		Chillicothe, first trick telegrapher....	80.00
		Second trick telegrapher.....	80.00
		Third trick telegrapher.....	72.50
		Lock Springs, agent telegrapher.....	72.50
		Gallatin, first trick telegrapher.....	77.50
		Second trick telegrapher.....	77.50
		Third trick telegrapher.....	77.50
		Jameson, agent telegrapher.....	72.50
		Pattonsburg, agent telegrapher.....	87.50
		Second trick telegrapher.....	72.50
		Third trick telegrapher.....	72.50
		McFall, agent telegrapher.....	75.00
		Darlington, agent telegrapher.....	77.50
		Second trick telegrapher.....	72.50
		Third trick telegrapher.....	71.50
		Stanberry, first trick telegrapher.....	82.50
		Second trick telegrapher.....	82.50
		Third trick telegrapher.....	82.50
		Marville, first trick telegrapher.....	77.50
		Second trick telegrapher.....	77.50
		Third trick telegrapher.....	77.50
		Wilcox, agent telegrapher.....	70.00

Station and Position.	Rate per Month.
Burlington Jct., agent telegrapher.....	\$ 87.50
Second trick telegrapher.....	72.50
Elmo, agent telegrapher.....	75.00
Blanchard, agent telegrapher.....	82.50
Second trick telegrapher.....	72.50
Coin, agent telegrapher.....	77.50
Shenandoah, first trick telegrapher...	77.50
Second trick telegrapher.....	75.00
Third trick telegrapher.....	75.00
Imogene, agent telegrapher.....	77.00
Malvern, agent telegrapher.....	77.50
Second trick telegrapher.....	72.50
Silver City, agent telegrapher.....	75.00

Station and Position.	Rate per Month.
Mineola, agent telegrapher.....	\$ 72.50
East Switch, first trick telegrapher....	82.50
Second trick telegrapher.....	82.50
Third trick telegrapher.....	82.50

T. J. JONES,
General Superintendent.

Approved:

S. E. COTTER, General Manager.

O. C. NASH, General Chairman, Telegraphers.

Western Maryland

(EFFECTIVE APRIL 15, 1917.)

ARTICLE I.

Effective April 15, 1917, the following articles and rates of pay will govern and apply to all employees covered by Article II of this agreement.

ARTICLE II.

(a) All employees assigned by proper authority to railway telegraph or railway telephone service of any character or duration and also the station agents incorporated in the accompanying schedule of wages, will be considered telegraphers within the meaning of this schedule and are so called herein.

(b) When new positions are created or conditions materially changed at an office, the wages will be fixed to conform with positions of the same class or character as are already specified in the wage scale.

ARTICLE III.

(a) Employees designated by Article II are in line of promotion, advancement depending upon faithful discharge of duty, and capacity for increased responsibility. When qualifications are equal, seniority will have preference.

(b) When a station where an exclusive agent is employed becomes vacant, it shall be advertised in the regular way and filled by the oldest applicant capable, whether he be an operator or clerk, and not by employing outside parties—proper officers to pass upon capability of applicant.

(c) The company, through the proper official, will determine the fitness of the employee designated in Article II to fill the position bid or applied for.

(d) Any employee designated in Article II, feeling himself aggrieved on account of the decision, will have the right to appeal, personally, or through a committee of the same class, to the higher officials in their regular order to the president.

ARTICLE IV.

(a) When a vacancy occurs or a new position is created on a seniority division, the employees will be notified within 10 days of the location and rate of pay, and they shall make application for the position within ten

days after notification and such position will be permanently filled within 20 days from date of advertisement. Seniority effective only when vacancies occur, new positions are created or a position is abolished.

(b) Employees as per Article II will not be permitted to withdraw their applications after the expiration of the time limit as set for filing applications.

(c) The telegraph positions in "G" office Hagerstown and "KN" office Elkins, and three of the positions in "GM" office Cumberland, will be omitted from advertisement and held for train dispatchers.

ARTICLE V.

(a) Employees relieved by reduction of force shall have the right to positions in the same branch of service covered by this schedule on their respective divisions, for which they are competent and to which their seniority entitles them, but they shall assert their seniority within 10 days. Provided, however, this shall not apply to summer offices or positions of like character.

(b) When offices are moved from one location to another, if the distance exceeds two miles and not beyond the location of another office, the individual employee or employees at the original location shall have the right to elect within three days from the date of the change whether they will follow the office. If they decide not to follow the office, paragraph (a) applies.

(c) Employees as per Article II accepting employment in other departments of the service, shall not forfeit their seniority, but may assert it only by first re-entering any class of departments covered by this schedule; by going on the extra list, and then filing applications for vacancies or new positions.

ARTICLE VI.

(a) When a temporary new position is created, or a vacancy occurs that exceeds 60 days' duration, such position or vacancy will be duly advertised within this time and filled by the oldest applicant who will fill such positions until the regular man resumes duty, or such position becomes abolished, when said applicant will drop back to his previous position, retaining seniority

rights. Such vacancies will be termed "temporary positions." The trading of positions will not be permitted, except in emergencies and by permission of the proper official and not to exceed a period of 30 days.

(b) Position of train dispatcher will be rated as "temporary position." The positions these dispatchers are drawn from will be advertised as "temporary positions."

ARTICLE VII.

Seniority lists of employees covered by this agreement will be furnished by the proper official to the general chairman during the months of January and July of each year.

ARTICLE VIII.

When an extra agent or telegrapher relieves an agent or telegrapher holding a regular position he will fill the position until the regular employee resumes duty, or until the position is advertised and filled.

ARTICLE IX.

(a) When a telegrapher or agent telegrapher relieves an agent or agent-telegrapher, he shall receive the salary of such position.

(b) A regular employee covered by Article II sent from his regular headquarters or any office to work extra at other offices, by order of the proper official, will be guaranteed while on the extra assignment an increase of not less than \$1 per day over his regular position and as per Article IX.

ARTICLE X.

(a) At offices where 3 or more tricks are worked 8 consecutive hours will constitute a day's work.

(b) At offices where 1 trick is worked, also where 2 tricks are worked, 11 consecutive hours or less, including time for meals, will constitute a day's work.

ARTICLE XI.

Employees performing service in connection with the movement of trains and working more than 9 hours, will be released not earlier than 11:30 a. m. or p. m., or later than 12:30 p. m. or a. m., 45 minutes for meals, and given more time when practicable. Employees not released for meals as above will be allowed one hour overtime on that account and 30 minutes for meals at the first opportunity.

ARTICLE XII.

When employees are required to remain on duty longer than the regular hours, they will be paid overtime rates until relieved.

ARTICLE XIII.

When employees are required to return to their respective duties after the expiration of regular hours, they will remain on duty until relieved, and will be paid 50 cents for the first or fractional part of an hour and regular overtime rates thereafter. Overtime will be paid at the rate of 35 cents per hour, and, in computing overtime, 30 minutes and less than 60 minutes will be considered an hour; less than 30 minutes will not be counted.

ARTICLE XIV.

(a) Employees covered by Article II working over nine hours, and who are not relieved from Sunday duty and who have been in the service of the company 2 years or more, shall have fifteen days' annual leave with pay, or in lieu thereof fifteen days' pay.

(b) Employees covered by Article II working 9 hours or less and who are not relieved from Sunday duties, and who have been in the service of the company two years or more, shall have 10 days' annual leave with pay, or in lieu thereof, ten days' pay.

(c) The 15 and 10 days respectively to be actual time, and with employees who have to be checked out and in, vacation will begin with the day following relief, and terminate with the day preceding date employee is checked in.

ARTICLE XV.

(a) Employees as per Article II will not be suspended (except pending investigation) or dismissed without impartial trial, unless they waive it. If suspended pending investigation they will be given trial by proper official within 10 days from date of suspension, will be entitled to be present at all investigations interested and may be represented by a committee of employees. In the event of this investigation or trial resulting unsatisfactorily the same may be appealed to higher officials to the president.

(b) Decisions will be rendered by the company as soon as possible after trials are held, and if the charge be unfounded and the accused not guilty, they will be reinstated to all former rights and paid for all lost time. Suspensions will date from time relieved. Employees dismissed from the service of the company and reinstated within 1 year shall not lose their seniority.

ARTICLE XVI.

Employees designated in Article II who have been in the service 1 year or more when moving under instructions by the proper officials, will receive the same compensation as when on duty, and will be furnished transportation for the dependent members of their families and household effects.

ARTICLE XVII.

Extra employees when competent will not be displaced by other extra employees, except when necessary to protect the requirements of the service, or for the purpose of equalizing time between such employees.

ARTICLE XVIII.

Leave of absence will be granted to employees covered by this agreement upon application to the proper official, whenever possible, and they will lose only the actual time off duty. More than 6 months leave of absence in any one year will not be granted except in case of sickness or physical disability. At the end of that time or before, if it is desired, they may resume their original position without losing seniority rights.

ARTICLE XIX.

Telegraphers performing duties at wrecks, washouts or similar service shall receive \$3

per day of 11 hours or less. Should a telegrapher be called from his regular duty to perform this service he will be allowed time for this service only.

ARTICLE XX.

Telegraphers working temporary ends of double track on line, or within yard limits, shall receive \$3 per day and overtime. This will not apply to positions advertised in accordance with articles IV and VI.

ARTICLE XXI.

Employees as per Article II while attending court, or being held to attend court in behalf of the company, or when attending company investigations in which they are not directly involved, will receive their regular rate of pay for time lost and legitimate expenses.

ARTICLE XXII.

Employees covered by Article II will not be required to teach telegraphy nor admit students to their office.

ARTICLE XXIII.

These articles and rates of pay will be printed in book form by the company and copies of same delivered within 60 days to the general secretary and treasurer.

ARTICLE XXIV.

House rent and fuel for employees designated in Article II living in company's houses will remain as heretofore.

ARTICLE XXV.

This agreement will be carried out in good faith by all parties interested and continue in force until 30 days' notice in writing shall be given by either party to the other requesting a change in the same.

S. ENNES,

General Manager, for the Company.

W. H. GILL,

General Chairman, for the Telegraphers.

Hagerstown, Md., May 3, 1917.

WAGE SCALE.

Station and Position.	Rate Per Month.
Baltimore, operator first trick.....	\$ 84.00
Operator second trick.....	84.00
Operator third trick.....	76.00
Port Covington, clerk and operator....	65.00
Walbrook, operator first trick.....	68.00
Operator second trick.....	68.00
Operator third trick.....	68.00
Arlington, agent and operator.....	85.00
Leahigh, operator first trick.....	65.00
Operator second trick.....	65.00
Operator third trick.....	65.00
Sudbrook, agent and operator.....	65.00
Roslyn, agent and operator.....	65.00
Kirk, operator first trick.....	73.50
Operator second trick.....	73.50
Operator third trick.....	73.50

Station and Position.	Rate per Month.
Owings Mills, agent and operator.....	\$ 71.00
Glyndon, agent and operator.....	71.00
Emory Grove, operator first trick.....	68.00
Operator second trick.....	68.00
Operator third trick.....	68.00
Lawndale, operator.....	65.00
Westminster, operator first trick.....	70.00
Operator second trick.....	68.00
Operator third trick.....	65.00
New Windsor, agent and operator....	90.00
Union Bridge, operator first trick.....	68.00
Operator second trick.....	65.00
Operator third trick.....	65.00
Keymar, agent and operator.....	73.00
Emmitsburg Junction, agent and opr....	73.00
Thurmont, operator first trick.....	67.00
Operator second trick.....	67.00
Operator third trick.....	67.00
Blue Ridge, agent and operator.....	75.00
Highfield, agent and operator.....	73.00
Operator second trick.....	68.00
Operator third trick.....	65.00
Buena Vista, agent and operator.....	73.00
Pen Mar, agent and operator.....	73.00
Operator second trick.....	68.00
Edgemont, agent and operator.....	73.00
Operator second trick.....	65.00
Operator third trick.....	65.00
Smithsburg, agent and operator.....	85.00
Bissel, operator first trick.....	65.00
Operator second trick.....	65.00
Operator third trick.....	65.00
North Junction, operator first trick....	77.50
Operator second trick.....	77.50
Operator third trick.....	77.50
Hampstead, agent and operator.....	69.00
Millers, operator.....	65.00
Glenville, agent and operator.....	65.00
Porters, agent and operator.....	72.00
Operator second trick.....	65.00
Operator third trick.....	65.00
Spring Grove, agent and operator....	75.00
Thomasville, agent and operator.....	73.00
Operator second trick.....	65.00
Operator third trick.....	65.00
York, operator first trick.....	75.00
Operator second trick.....	65.00
Hanover, operator first trick.....	80.00
Operator second trick.....	74.00
Operator third trick.....	71.00
Clerk and operator.....	65.00
New Oxford, operator.....	65.00
Gettysburg, operator first trick.....	73.00
Operator second trick.....	68.00
Operator third trick.....	68.00
McKnightstown, agent and operator...	65.00
Fairfield, agent and operator.....	65.00
Hagerstown (G), operator first trick...	85.00
Operator second trick.....	85.00
Operator third trick.....	85.00
Split trick.....	85.00
(SC), operator first trick.....	75.00
Operator second trick.....	75.00
Operator third trick.....	75.00
(YD), operator first trick.....	70.00
Operator second trick.....	70.00
Operator third trick.....	70.00

Station and Position.	Rate per Month.	Station and Position.	Rate per Month.
Williamsport, agent.....	\$100.00	Blaine, agent and operator.....	\$ 68.00
Operator first trick.....	70.00	Operator and clerk.....	65.00
Operator second trick.....	68.00	Harrison, agent and operator.....	70.00
Operator third trick.....	68.00	Operator second trick.....	68.00
Charlton, agent and operator.....	68.00	Operator third trick.....	68.00
Clearspring, agent and operator.....	73.00	Elk Garden, agent and operator.....	68.00
Big Pool, agent and operator.....	73.00	Schell, agent and operator.....	68.00
Operator second trick.....	65.00	Gorman, agent	70.00
Operator third trick.....	65.00	Operator	65.00
Cherry Run, agent	100.00	Bayard, agent and operator.....	70.00
Operator first trick.....	68.00	Operator second trick.....	65.00
Operator second trick.....	68.00	Operator third trick.....	65.00
Hancock, operator first trick.....	65.00	Dobbin, agent and operator.....	73.00
Operator second trick.....	65.00	Henry, agent and operator.....	68.00
Operator third trick.....	65.00	Fairfax, operator first trick.....	68.00
Pearre, agent and operator.....	71.00	Operator second trick.....	68.00
Jerome, operator first trick.....	65.00	Operator third trick.....	68.00
Operator second trick.....	65.00	Thomas, agent	100.00
Operator third trick.....	65.00	Ticket agent and operator.....	79.00
Town Creek, agent and operator.....	65.00	Operator second trick.....	73.00
Oldtown, operator first trick.....	73.00	Operator third trick.....	70.00
Operator second trick.....	65.00	Davis, agent	89.00
Operator third trick.....	65.00	Operator and clerk.....	85.00
North Branch, operator first trick....	65.00	Hendricks, agent	95.00
Operator second trick.....	65.00	Operator first trick.....	70.00
Operator third trick.....	65.00	Operator second trick.....	68.00
Wingerton, operator first trick.....	68.00	Operator third trick.....	68.00
Operator second trick.....	68.00	Hambleton, agent and operator.....	79.00
Operator third trick.....	68.00	Parsons, agent	79.00
Con Boy, agent and operator.....	73.00	Operator and clerk.....	70.00
Operator second trick.....	65.00	Montrose, operator first trick.....	70.00
Operator third trick.....	65.00	Operator second trick.....	65.00
Brandon, operator first trick.....	65.00	Operator third trick.....	65.00
Operator second trick.....	65.00	Elkins, operator and clerk.....	90.00
Operator third trick.....	65.00	R. C. Junction, agent and operator...	75.00
Chambersburg, operator and T. S....	65.00	Harding, agent and operator.....	75.00
Culbertson, operator first trick.....	65.00	Junior, agent and operator.....	75.00
Operator second trick.....	65.00	Beverly, agent and operator.....	79.00
Operator third trick.....	65.00	Mill Creek, agent and operator.....	79.00
Shippensburg, operator and clerk.....	65.00	Huttonsville, agent and operator.....	79.00
Operator and ticket seller.....	63.00	Bowden, agent and operator.....	65.00
Waynesboro, operator and ticket seller	65.00	Bemis, agent and operator.....	68.00
Cumberland (GM), operator first trick	85.00	Glady, agent and operator.....	68.00
Operator second trick.....	85.00	Burner, agent and operator.....	68.00
Operator third trick.....	85.00	G. C. Junction, operator first trick...	77.50
Operator extra	85.00	Operator second trick.....	77.50
Ridgley, operator first trick.....	68.00	Operator third trick.....	77.50
Operator second trick.....	68.00	Vale Summit, agent and operator.....	68.00
Operator third trick.....	68.00	Midland, agent and operator.....	68.00
Virginia Avenue, agent and operator..	73.00	Lonaconing, agent and operator.....	68.00
My Block Station, operator first trick.	68.00	Frostburg, agent and operator.....	100.00
Operator second trick.....	68.00	Colmar, operator first trick.....	67.00
Operator third trick.....	68.00	Operator second trick.....	67.00
Rawlings, agent and operator.....	68.00	Operator third trick.....	67.00
Operator second trick.....	65.00	Deal, agent and operator.....	70.00
Operator third trick.....	65.00	Operator second trick.....	65.00
Keyser, agent and operator.....	73.00	Operator third trick.....	65.00
Westernport, agent	79.00	Meyersdale, agent and operator.....	110.00
Operator and clerk.....	70.00	Garrett, agent and operator.....	73.00
Luke, agent and operator.....	85.00	Rockwood, agent and operator.....	73.00
W. Va. C. Jct., operator first trick...	73.00	Operator second trick.....	65.00
Operator second trick.....	73.00	Operator third trick.....	65.00
Operator third trick.....	73.00	Confluence, agent and operator.....	70.00
Barnum, agent and operator.....	65.00	Operator second trick.....	65.00
Shaw, agent and operator.....	73.00	Operator third trick.....	65.00
Operator second trick.....	68.00	Ohiopyle, agent and operator.....	70.00
Operator third trick.....	68.00	Greenwood, operator first trick.....	65.00
		Operator second trick.....	65.00

Western Pacific

(EFFECTIVE SEPTEMBER 1, 1917.)

ARTICLE I.

Any employe required to perform the duties of a telegraph operator, and such other agents as are incorporated in Article XVI, except train dispatchers, will be considered a telegrapher within the meaning of this schedule.

When new positions are created, hours of service and compensation will be fixed in conformity with similar class on same district, and they will be filled in accordance with the provisions of this schedule.

ARTICLE II.

When a vacancy occurs, or new position created, the same will be bulletined on the superintendent's division to all employes covered by this schedule, within ten days from date of vacancy and for a period of ten days. At the expiration of thirty days from date of vacancy, a permanent assignment will be made.

Bulletin of newly created positions will show salary. Temporary positions established, which are expected to last over sixty days, will be bulletined, bulletin to so state.

Office seniority will govern in "GO" office, San Francisco. The last vacancy in this office will be bulletined on all divisions.

Regularly assigned telegraphers may do relief work for a period not exceeding ninety days without losing assignments. Where competent extra men are available, they will be used for relief work in preference.

ARTICLE III.

Telegraphers will be regarded in line of promotion, advancement depending upon faithful discharge of duty and capacity for increased responsibility. Where these are sufficient, seniority will have preference.

Seniority rights to date from last time of entering service and extend over division where employed.

If transferred and found incapable, telegrapher will revert to extra list, retaining seniority. Seniority rights will not be forfeited when promotion is declined.

When regular positions are abolished, the telegrapher affected may displace the youngest regularly assigned telegrapher on the division, or revert to the extra list, retaining seniority rights in either case.

Telegraphers may transfer from one division to another with the approval of the company. In such cases the telegrapher making the transfer will go on the extra list, but will retain three-fourths of his former seniority, and will have the right to file application for bulletined positions.

Seniority list will be prepared and filed in the superintendent's office, open to inspection, and a copy furnished each telegraph office at the beginning of January and July of each year.

Telegraphers promoted to train dispatcher's positions will retain their seniority rights.

Telegraphers may make application for non-scheduled positions, and their applications will be considered. Telegraphers accepting non-scheduled positions will retain seniority rights to six months thereafter, and may return to former positions within sixty days thereafter.

ARTICLE IV.

Leave of absence will not be granted for more than ninety days except in case of injury or sickness.

Committeemen engaged in work of their organization will retain seniority rights.

ARTICLE V.

The hours of service for telegraphers coming under the provisions of the federal law will be arranged to conform therewith.

Where thirteen hours' service is permitted, twelve hours, including meal hour, will constitute a day.

At all other offices, where two or more telegraphers are employed, nine hours without meal hour, or ten hours with meal hour included, as conditions may require, will constitute a day.

Split tricks not permissible. Meal hour will not be considered a split.

Telegraphers, except those assigned nine hours or less without meal hour included, will be allowed one hour for meal within a spread of two hours and thirty minutes nearest the middle of the trick.

When meal hour is curtailed for telegraphers on duty in excess of nine hours, one hour overtime pro rata, minimum thirty-five cents, and twenty minutes in which to procure lunch, as soon thereafter as practicable, will be allowed.

ARTICLE VI.

Office hours on Sundays and holidays will be arranged to allow telegraphers as much time off as service will permit. This article will be liberally interpreted by the company.

At one-man stations, telegraphers required to work more than six hours on Sunday will be paid overtime therefor as per Article VII. This may be worked consecutively or in two periods of three hours each if necessary to meet regular passenger trains, provided that in all cases the Sunday assignment will be within the spread of the assigned week-day hours.

ARTICLE VII.

Telegraphers required to remain on duty in excess of specified hours will be paid overtime pro rata, with a minimum of thirty-five cents per hour.

In computing overtime, less than thirty minutes will not be counted. Thirty minutes and less than sixty minutes will be counted one hour.

If called outside of specified hours, sixty cents will be allowed for each call, and, if the service exceeds one hour, overtime pro

rata after the first hour will be allowed, with minimum specified.

When claims for overtime are disallowed, notification will be given claimant, stating reasons therefor.

ARTICLE VIII.

Telegraphers attending court, or absent on other business by order of the company, will be allowed regular salary and legitimate living expenses when away from home station.

ARTICLE IX.

When telegraphers are required to perform emergency service away from regular telegraph offices, necessitated by obstruction of the road, they will be allowed \$3.50 per day of ten hours or less, to be computed from time called to leave until return, deducting time relieved from duty.

ARTICLE X.

Telegraphers who are required to operate pumps will be allowed \$15.00 per month extra.

ARTICLE XI.

Telegraphers transferred from one station to another under orders, including transfers for promotion, shall receive pay for time lost in transferring, on basis of rate of pay of positions they are leaving. As far as it can legally do so, the company will furnish free transportation to new location for families and household goods.

Free freight rates will be allowed on supplies for exclusive personal and family use between points within any state when not in violation of the law of such state. At points where provisions and supplies cannot be procured, free freight rates will be allowed when it can be legally done on such supplies for personal use between points on division where located. Applications for the above privileges should be made on superintendent.

ARTICLE XII.

A telegrapher leaving the service will be furnished service letter promptly, stating term of service, capacity in which employed, and reason for termination of service. The employee in question will sign the service letter in duplicate as being a correct statement of the cause of his leaving. Such letter will be mailed for delivery to the telegrapher at place of last employment, unless otherwise requested.

ARTICLE XIII.

At points where the company now furnishes living quarters, together with fuel, light and water, such privileges will continue to be furnished free.

ARTICLE XIV.

Telegraphers will not be discharged, suspended, nor given demerit marks, except where fault is apparent, without a thorough investigation by proper officials. Ordinarily such investigation will be held within five

days after the alleged offense has been committed.

The employee shall have full opportunity to present his case and offer testimony, and may be accompanied by a fellow employee.

When a decision is rendered, if the telegrapher believes it unjust, he may, within fifteen days from date of such decision, take up his case on appeal (submitting in writing reasons for appeal) to the next higher official in authority, whose decision shall be subject to appeal. If the suspension or dismissal shall be found to have been without just cause, the employee shall be reinstated and paid for time lost.

Any telegrapher, accompanied by co-employee if he desires, will be given a hearing by the proper officials in regular order, for consideration of any matter pertaining to his employment, which he believes merits consideration, providing such official is advised at least five days in advance, in writing, of the matter or matters that such telegrapher may want to present.

ARTICLE XV.

All telegraphers will be furnished a copy of these rules and rates of pay.

ARTICLE XVI.

WAGE SCALE.

Station and Position.	Rate Per Month.
San Francisco (GO), manager.....	\$111.65
Telegrapher	106.15
Telegrapher	106.15
Oakland (MD), telegrapher	95.15
Telegrapher	95.15
Telegrapher	95.15
Fruitvale, agent and telegrapher.....	90.75
San Leandro, agent and telegrapher...	90.75
Hayward, agent and telegrapher.....	93.50
Decoto, agent and telegrapher.....	79.75
Niles, agent and telegrapher.....	77.00
Pumper	15.00
Sunol, agent and telegrapher.....	79.75
Pleasanton, agent and telegrapher...	88.00
Livermore, agent and telegrapher...	93.50
Telegrapher	79.75
Telegrapher	79.75
Carbona, agent and telegrapher.....	79.75
Lyoth, agent and telegrapher.....	79.75
Nile Garden, agent and telegrapher..	79.75
Stockton, telegrapher	95.15
Telegrapher	95.15
Telegrapher	95.15
Kingdon, agent and telegrapher.....	79.75
Thornton, agent and telegrapher.....	79.75
Franklin, agent and telegrapher.....	79.75
Jeffery Shops. Sacto, telg. and clerk..	93.50
Sacramento (SR), telegraphers.....	99.00
Pleasant Grove, agent and telegrapher	77.00
Pumper	15.00
Marysville, telegrapher	88.00
Telegrapher	88.00
Palermo, agent and telegrapher.....	88.00
Oroville (YD), telegrapher.....	95.15
Telegrapher	95.15
Telegrapher	95.15
Oroville (VI), telg. and ticket clerk..	95.15
Telegrapher and ticket clerk.....	95.15
Berry Creek, agent and telegrapher...	82.50
Pulra, agent and telegrapher.....	82.50
Telegrapher	79.75
Telegrapher	79.75

Station and Position.	Rate Per Month.	Station and Position.	Rate Per Month.
Belden, agent and telegrapher.....	\$ 82.50	Halleck, agent and telegrapher.....	\$ 85.25
Telegrapher	79.75	Deeth, agent and telegrapher.....	90.75
Telegrapher	79.75	Wells, agent and telegrapher.....	90.75
Keddie, agent and telegrapher.....	82.50	Telegrapher	85.25
Telegrapher	82.50	Telegrapher	85.25
Telegrapher	82.50	Tobar, agent and telegrapher.....	90.75
Quincy Junction, agt. and telegrapher	82.50	Shafter, agent and telegrapher.....	110.00
Telegrapher	79.75	Telegrapher	85.25
Spring Garden, agent and telegrapher	82.50	Telegrapher	85.25
Telegrapher	79.75	Wendover, agent.....	115.00
Sloat, agent and telegrapher.....	82.50	Telegrapher	96.25
Blairsdon, agent and telegrapher....	88.00	Telegrapher	96.25
Clio, agent and telegrapher.....	79.75	Telegrapher	96.25
Portola, agent	110.00	Salduro, telegrapher.....	85.25
Telegrapher	96.25	Knolls, telegrapher.....	85.25
Telegrapher	96.25	Low, agent and telegrapher.....	85.25
Telegrapher	96.25	Delle, agent and telegrapher.....	88.00
Hawley, agent and telegrapher.....	93.50	Telegrapher	85.25
Chilcoot, agent and telegrapher.....	77.00	Telegrapher	85.25
Pumper	15.00	Grants, agent and telegrapher.....	90.75
Telegrapher	79.75	Garfield, telegrapher.....	85.25
Omira, agent and telegrapher.....	77.00		
Pumper	15.00		
Doyle, agent	86.90		
Telegrapher	79.75		
Hackstaff, agent.....	93.50		
Telegrapher and clerk.....	82.50		
Telegrapher	79.75		
Calneva, agent and telegrapher.....	77.00		
Pumper	15.00		
Sand Pass, telegrapher.....	79.75		
Gerlach, agent.....	110.00		
Telegrapher	96.25		
Telegrapher	96.25		
Telegrapher	96.25		
Sulphur, agent and telegrapher.....	85.25		
Antelope, telegrapher.....	85.25		
Jungo, agent and telegrapher.....	88.00		
Pronto, agent and telegrapher.....	82.50		
Pumper	15.00		
Winnemucca, telegrapher.....	96.25		
Telegrapher	96.25		
Telegrapher	96.25		
Golconda, agent and telegrapher.....	88.00		
Pumper	15.00		
Red House, agent and telegrapher....	93.50		
Kamos, telegrapher.....	85.25		
Dunphy, agent and telegrapher.....	85.25		
Beowawe, agent and telegrapher.....	90.75		
Palisade, agent and telegrapher.....	90.75		
Carlin, agent and telegrapher.....	90.75		
Telegrapher	85.25		
Elko (K), telegraphers.....	101.75		

Loyalton Branch.

Beckwith, agent.....	\$ 55.00
Loyalton, agent.....	55.00

ARTICLE XVII.

The foregoing rates of pay, rules and regulations herein set forth constitute in its entirety the agreement between the company and its telegraphers, which agreement, in its entirety, will take effect September 1, 1917, and remain in effect thirty days and thereafter until the expiration of thirty days' notice in writing served by one party hereto upon the other, which notice shall state the change or changes desired.

It is understood that this agreement is subject to any change made necessary by subsequent municipal, State or Federal legislation.

The Western Pacific Railroad Company:

By (Signed) K. M. NICOLAS
Superintendent of Telegraph.

Approved:
(Signed)

E. W. MASON,
General Superintendent.

For Telegraphers:
(Signed)

V. W. BREEDING,
General Chairman.

The Wheeling & Lake Erie Railway Company

The Pittsburgh & West Virginia Railroad Company
West Side Belt Railroad Company

RULE I.

Telegrapher Defined.

All telegraphers, agent telegraphers, telephoners, agent telephoners, and all employees of similar or lower grades required to perform telegraph or telephone service, whose duties include the handling of train orders and the blocking of trains; and any other employees included in the schedule of wages,

will be considered telegraphers within the meaning of this agreement, irrespective of title by which designated or character of service performed.

RULE II.

Basis of Day's Work.

(a) In three or more trick offices, eight (8) consecutive hours shall constitute a day's work.

(b) In two (2) trick offices, where the service is directly in connection with the movement of trains, nine (9) consecutive hours shall constitute a day's work.

(c) In one trick offices, and also in two (2) trick offices, not connected with movement of trains, ten (10) hours, exclusive of meal hours, shall constitute a day's work.

(d) The meal hour shall commence between eleven (11:00) a. m. and twelve-thirty (12:30) p. m., or between eleven (11:00) p. m. and twelve-thirty (12:30) a. m.

(e) Employees not released for meals within the time limits named will be allowed one (1) hour overtime on that account, and thirty (30) minutes for meals at the first opportunity.

(f) Except as relieved for meals, the ten (10) hours shall be consecutive.

RULE III.

Promotion Rights.

(a) Telegraphers will be regarded in line of promotion, the right of promotion to be governed by merit, fitness and ability, the proper official to determine. When these are sufficient the senior telegraphers will be given the preference.

(b) Seniority will date from the last time of entering the service, and will extend over all divisions, but will only be effective when vacancies occur or new positions are created.

(c) When vacancies occur or new positions are created, they will be advertised within fifteen (15) days for a period of seven (7) days, and will be filled within fifteen (15) days thereafter.

(d) A telegrapher who declines to accept promotion shall not thereby forfeit his seniority rights, but shall not hold any right to the position which he has declined until it is again vacated.

(e) When a temporary position is created to exist for a period of thirty days or not to exceed ninety days, it will be advertised as a temporary position.

(f) When a permanent position is to be vacated for thirty days or more it shall be advertised as a temporary position, and if bid in by a permanently located telegrapher he shall hold his right to his previous position at the expiration of such vacancy, it being understood that the previous position in question will not be advertised.

(g) When telegraphers are transferred by their own request and after a fair and impartial trial are found incompetent to fill the position to which they have been assigned, they will be transferred to the extra list but will retain their seniority.

(h) When the hours of an office are changed from a two (2) or three (3) to a one (1) trick basis, the employees thereby affected may assert their seniority, and the remaining trick at the office advertised.

(i) When hours are changed from a one (1) to a two (2) or three (3) trick basis, all tricks will be advertised, unless employee filling the one trick has held it at least a year and desires to retain either of the three tricks.

(j) In case a telegrapher bids in an advertised position and is displaced, or the position abolished before he assumes duty he shall have the right to bid on the position he vacated.

(k) When a telegrapher bids in a position and declines to accept same, he relinquishes all rights to his present position which shall be advertised and filled in accordance with clause (c), Rule III. Such telegrapher shall be transferred to the extra list, but shall not thereby forfeit his seniority rights. Such telegrapher shall not be eligible to the position vacated by him until the same shall have been advertised the second time, unless there are no other applicants.

(l) When a position is abolished, the telegrapher so displaced will be entitled to the position held by any junior telegrapher, but must assert his rights within ten (10) days from date his position was abolished. This same rule to apply in seniority displacements. This will not apply to the closing of temporary positions. Exchanging positions will not be permitted.

(m) In case of reduction in the number of telegraphers employed, the last man to enter the service will be the first man to be laid off.

(n) Telegraphers may apply for one or more vacancies, specifying choice.

(o) Men for appointive agencies will be chosen from official seniority lists of telegraphers, as far as practicable to do so.

RULE IV.

Seniority List.

A seniority list, including all employees who hold rights as telegraphers will be kept on file in office of the superintendent, will be corrected on January 1st and July 1st of each year, and will be open for inspection by telegraphers interested. The local chairman will be furnished copies.

RULE V.

Overtime.

(a) Telegraphers required to remain on duty after the expiration of regular hours for any service whatever, will be paid overtime at the rate of thirty-five (35) cents per hour, except where regular rate exceeds overtime rate, in which case overtime will be paid pro rata.

(b) In computing overtime actual minutes will be counted.

(c) Telegraphers summoned for duty outside of assigned hours, will be allowed fifty (50) cents for the first hour or fraction thereof, and thirty-five (35) cents per hour thereafter.

RULE VI.

Special Service.

Telegraphers performing service at wrecks, washouts or other similar emergency offices, will receive a minimum of \$3.50 per day of ten hours or less, and overtime at the same rate, time to be computed from the time called for at the regular place of employment until the return thereto.

RULE VII.

Transfers.

When telegraphers regularly employed and covered by this schedule are transferred or accept a bulletined position, they will be furnished free transportation for themselves, wholly dependent members of their families and effects, when legally permissible, and will be allowed pay for time necessary to

make transfer, rate of pay to be based on position from which transfer is made.

RULE VIII.

Attending Court, Inquests, Etc.

Telegraphers attending court or inquests by instruction of the company, will be paid full salary for the time lost, and reasonable expenses if away from home. If no time is lost, actual time at overtime rates will be allowed while so engaged. The company shall receive the witness fees.

RULE IX.

Discipline.

Telegraphers will not be suspended, removed or dismissed from the service of the company without a just cause. In case of suspension, removal or discharge of a telegrapher, he may, if he desires, have a thorough investigation by the proper officer; such desire shall be signified in writing within ten days of the date of suspension, removal or discharge, and the investigation will begin as soon as possible, but within ten days of the date of such notice, and proceed with as little interruption as possible until completed. The telegrapher shall have full opportunity to present his case and offer testimony and may be accompanied by a fellow employe. If the suspension, removal or dismissal is found to have been without just cause, the employe shall be reinstated and paid for time lost.

Telegraphers will have the right to appeal any case to the higher officials in their regular order, up to and including the general manager.

RULE X.

Special Duties.

Telegraphers will not be required to scrub waiting rooms, offices or outbuildings; and where telegraphers are required to attend one, or not to exceed two, switch lamps, or handle switches, crossing targets or crossing gates operated outside of offices, will be allowed \$5.00 per month extra compensation. Where telegraphers are required to handle over two switch lamps, they will be paid one dollar (\$1.00) per month for each additional lamp.

RULE XI.

Vacations.

All telegraphers who have been in continuous service as telegraphers for one year or more shall have annual vacations with pay as follows: Those who have been in the service of the company more than one year, and less than two years, seven (7) days; and those over two years, twelve (12) days, or, in lieu thereof, pay for those respective periods when required by the company to forego such vacations. Vacation periods shall be requested during January of each year, and such request must be in chief dispatcher's office not later than February 5th, and will be granted according to seniority. Vacations are to start April 1st of each year.

Agents and telegraphers listed in schedule of wages working nine (9) hours or more, will be relieved from Sunday duty as much as possible, and will be guaranteed at least two Sundays off each month. Such agents and telegraphers who are not relieved two

Sundays each month will be paid therefor at pro rata rate, a minimum of 50 cents.

In event of operator receiving more than two calls on his relief Sunday, he will be paid a minimum day's pay in addition to his regular monthly salary.

RULE XII.

Students.

Telegraphers will not be required to teach telegraphy or receive students into their offices, nor will they be permitted to receive students into their offices without permission from the superintendent.

RULE XIII.

Additional Positions.

When additional telegraphers' positions are created, compensation will be fixed to conform with position of like class as shown in this schedule.

RULE XIV.

Bonded Employes.

Telegraphers who are not agents but are required to give bond, will not be required to pay premium on such bond.

RULE XV.

Taking Care of Batteries.

Telegraphers at Homestead, Norwalk Yard, Lodi, Harmon, Brewster, Sherrodsville, Adena, Pine Valley, Hopedale, Rook, Coal Docks, Canton and Run Junction, and at all other offices where there are more than eight (8) cells, will not be required to take care of batteries.

RULE XVI.

Passes.

Annual system passes will be furnished telegraphers who have been in the service one year or more.

RULE XVII.

Minimum Rate of Pay.

Minimum rate of pay for telegraphers will be seventy dollars (\$70.00) per month.

RULE XVIII.

(a) Upon adoption of the foregoing schedule and rules, all previous schedule and rules will be void.

(b) This agreement will take effect February 1, 1917, and will be carried out in good faith by all parties interested, and will continue in force until terminated by thirty days' written notice to either party by the other.

The Wheeling & Lake Erie Railway Co.:

By (Signed) H. W. McMASTER,
Vice-President and General Manager.

The Pittsburgh & West Virginia Railway Co.
and West Side Belt Railroad Co.

By (Signed) J. G. CODE,
General Manager.

The Telegraphers:

By (Signed) J. O. PEOPLES,
General Chairman.

WAGE SCALE.

CLEVELAND DIVISION.

Station and Position.	Rate Per Month.
Cleveland (XN), telegrapher.....	\$ 95.00
(DS), telegrapher.....	75.00
Coal Docks, first trick telegrapher....	82.50
Second trick telegrapher.....	82.50
Third trick telegrapher.....	82.50
93rd St., first trick telegrapher.....	75.00
Second trick telegrapher.....	75.00
Third trick telegrapher.....	75.00
Bedford, agent and telegrapher.....	75.00
Falls Jct., agent and telegrapher.....	75.00
Chagrin Falls, agent and telegrapher....	80.00
Twinsburg, agent and telegrapher....	75.00
Night telegrapher.....	70.00
Moran, agent and telegrapher.....	70.00
Kent, first trick telegrapher.....	75.00
Second trick telegrapher.....	75.00
Third trick telegrapher.....	75.00
Mogadore, first trick telegrapher.....	72.50
Second trick telegrapher.....	72.50
Third trick telegrapher.....	72.50
Congress Lake, telegrapher.....	70.00
Telegrapher.....	70.00
Hartville, agent and telegrapher.....	72.50
Middlebranch, agent and telegrapher....	77.50
Canton Yard, first trick telegrapher....	77.50
Second trick telegrapher.....	77.50
Third trick telegrapher.....	77.50
Navarre, agent and telegrapher.....	85.00
Run Jct., first trick telegrapher.....	80.00
Second trick telegrapher.....	80.00
Third trick telegrapher.....	80.00
Justus, telegrapher and clerk.....	72.50
Beach City, agent and telegrapher....	72.50
Dundee, agent and telegrapher.....	75.00
Barr, agent and telegrapher.....	70.00
Sugar Creek, agent.....	77.50
Telegrapher and clerk.....	70.00
Baltic, agent and telegrapher.....	77.50
Chili, agent and telegrapher.....	72.50
Fresno, agent and telegrapher.....	72.50
Coshocton, telegrapher and clerk.....	72.50
Dresden, agent and telegrapher.....	75.00
Ellis, agent and telegrapher.....	75.00
Zanesville, telegrapher and clerk.....	72.50
Osnaburg, agent and telegrapher.....	75.00
Minerva Jct., telegrapher and pumper...	70.00
Minerva, agent and telegrapher.....	80.00
Carrollton, telegrapher and clerk.....	70.00
Dell Roy, agent and telegrapher.....	72.50

TOLEDO DIVISION.

Station and Position.	Rate per Month.
Toledo (MC), day telegrapher.....	\$ 72.50
Ironville, first trick telegrapher.....	82.50
Second trick telegrapher.....	82.50
Third trick telegrapher.....	82.50
Curtice, agent and telegrapher.....	75.00
Williston, agent and telegrapher.....	75.00
Trowbridge, agent and telegrapher....	75.00
Limestone, agent and telegrapher.....	75.00
Second trick telegrapher.....	70.00
Third trick telegrapher.....	70.00
Oak Harbor, agent.....	80.00
Telegrapher and clerk.....	70.00
Kingsway, agent and telegrapher.....	75.00
Porter, night telegrapher.....	70.00
Fremont, telegrapher and clerk.....	75.00
Clyde, agent.....	80.00
Day telegrapher.....	70.00

Station and Position.

Rate per Month.

Bellevue (V), first trick telegrapher..	\$ 75.00
Second trick telegrapher.....	75.00
Third trick telegrapher.....	75.00
Monroeville, agent.....	80.00
Telegrapher and clerk.....	70.00
Norwalk Yard, first trick telegrapher....	80.00
Second trick telegrapher.....	80.00
Third trick telegrapher.....	80.00
Huron Jct., first trick telegrapher....	77.50
Second trick telegrapher.....	77.50
Third trick telegrapher.....	77.50
Milan, agent and telegrapher.....	75.00
Huron, telegrapher and clerk.....	80.00
So. Yard, night telegrapher.....	70.00
Hartland, agent.....	77.50
Second trick telegrapher.....	75.00
Third trick telegrapher.....	75.00
Clarksfield, agent and telegrapher.,..	75.00
Miner, night telegrapher.....	70.00
Brighton, agent and telegrapher.....	75.00
So. Lorain, day telegrapher.....	75.00
Spencer, agent and telegrapher.....	80.00
Lodi, first trick telegrapher.....	75.00
Second trick telegrapher.....	75.00
Third trick telegrapher.....	75.00
Smithville, agent and telegrapher....	75.00
Orrville Jct., first trick telegrapher...	75.00
Second trick telegrapher.....	75.00
Third trick telegrapher.....	75.00
Dalton, agent and telegrapher.....	75.90
Massillon, telegrapher and clerk.....	70.00
Brewster (BX), first trick telegrapher...	82.50
Second trick telegrapher.....	82.50
Third trick telegrapher.....	82.50
(D), manager wire chief teleg.....	90.00
Night wire chief telegrapher.....	87.50
Telegrapher.....	85.00
Telegrapher.....	85.00
Telegrapher.....	85.00
Harmon, first trick telegrapher.....	82.50
Second trick telegrapher.....	82.50
Third trick telegrapher.....	82.50
Bolivar, agent and telegrapher.....	82.50
Zoar, agent and telegrapher.....	72.50
Dewey, night telegrapher.....	70.00
Valley Jct., agent.....	90.00
Day telegrapher.....	72.50
Somerdale, agent and telegrapher.....	77.50
New Cumberland, agent and teleg.....	77.50
Sherrodsville, agent.....	80.00
First trick telegrapher.....	75.00
Second trick telegrapher.....	75.00
Third trick telegrapher.....	75.00
Bowerston, agent.....	80.00
Telegrapher and clerk.....	72.50
Scio, agent.....	77.50
Jewett, agent.....	80.00
First trick telegrapher.....	72.50
Second trick telegrapher.....	72.50
Third trick telegrapher.....	72.50
Pittsburgh Jct., day telegrapher.....	70.00
Adena, agent.....	85.00
First trick telegrapher.....	75.00
Second trick telegrapher.....	75.00
Third trick telegrapher.....	75.00
Provident, agent and telegrapher.....	80.00
Neff, agent telegrapher and pumper...	80.00
Trolls, agent telegrapher and pumper...	80.00
Long Run, day telegrapher.....	70.00
Pine Valley, first trick telegrapher...	77.50
Second trick telegrapher.....	77.50
Third trick telegrapher.....	77.50

Station and Position.	Rate per Month.
Warrenton, agent and telegrapher.....	\$ 80.00
Second trick telegrapher.....	72.50
Third trick telegrapher.....	72.50
Yorkville, agent and telegrapher.....	85.00
Terminal Jct., second trick telegrapher	75.00
Brilliant, agent and telegrapher.....	72.50
Mingo Yard, first trick telegrapher....	75.00
Second trick telegrapher.....	75.00
Third trick telegrapher.....	75.00
Relief agent.....	110.00
Relief agent.....	110.00
Brewster, C. C. to chief dispatcher..	92.50

THE PITTSBURGH & WEST VIRGINIA
RAILWAY COMPANY,

WEST SIDE BELT RAILROAD COMPANY.

Station and Position.	Rate per Month.
Hopedale, Ohio, agent and teleg.....	\$ 77.50
Second trick telegrapher and clerk	72.50
Third trick telegrapher and clerk.	72.50
Smithfield, Ohio, agent and teleg.....	75.00

Station and Position.	Rate per Month.
Minge, Ohio, first trick teleg. and clk.	\$75.00
Second trick telegrapher and clerk	75.00
Third trick telegrapher and clerk.	75.00
Penowa, Pa., agent and telegrapher...	75.00
Avella, Pa., agent and telegrapher....	85.00
Second trick telegrapher and clerk	72.50
Hickory, Pa., agent and telegrapher..	75.00
Gwendolen, Pa., agent and telegrapher	75.00
Bridgeville, Pa., agent and telegrapher	77.50
Carnegie, Pa., agent and telegrapher..	70.00
Rook, Pa., agent and telegrapher.....	80.00
Second trick telegrapher and clerk	72.50
Third trick telegrapher and clerk.	72.50
BJ Tower, first trick teleg. and lev...	75.00
Second trick teleg. and leverman.	75.00
Third trick teleg. and leverman..	75.00
Pittsburgh, telegrapher.....	90.00
West Liberty, agent and telegrapher..	80.00
Castle Shannon, agent and telegrapher	82.50
Longview, agent and telegrapher.....	75.00
Bruceton, agent and telegrapher.....	80.00
Clairton, agent and telegrapher.....	105.00
Mifflin, agent and telegrapher.....	80.00
Relief agent.....	110.00

Winnipeg Joint Terminals

(EFFECTIVE DECEMBER 1, 1917.)

The following rules and wages will govern the block operators and switch tenders (combined position) on the Winnipeg Joint Terminals:

ARTICLE I.

All employees assigned by proper authority to service in the block and switchtenders' stations (combined position) of the Winnipeg Joint Terminals will be considered block operators and switchtenders (combined position) within the meaning of this agreement and are so-called herein.

ARTICLE II.

(a) The right of promotion of block operators and switchtenders (combined position) will extend over the Winnipeg Joint Terminals, and will be governed by merit, fitness and ability; where these are sufficient the senior employees in the service will be given the preference.

(b) Seniority of employees in this service will date from the time they last entered the service of Winnipeg Joint Terminals.

(c) In case of reduction in the number of employees in this service the junior employee will first be dispensed with. If their services were satisfactory, they will on application get a reference from the manager.

(d) A complete list of all employees in this service of the Winnipeg Joint Terminals, showing their seniority standing, will be kept on file in the general yard office, open to inspection of all employees concerned. This list will be subject to correction on proper representation from any such employee concerned, and a copy corrected to date will be furnished the committee at the beginning of each year.

ARTICLE III.

No such employee shall be suspended (except for investigation), discharged or disciplined until his case has first been investigated and he has been proven guilty of the offense charged against him, the decision to be arrived at within three days of such suspension. If an employee is found blameless in matter under investigation, he will be paid at the schedule rates for time lost, and be reinstated. If detained more than three days awaiting such investigation at the company's instance, he will be paid schedule wages for the time in excess of three days whatever the decision may be. A written statement setting forth the results of an investigation and the reasons thereof will be furnished by the company to the local board of adjustment if requested by it.

ARTICLE IV.

Employees serving on boards of adjustment representing other employees will be relieved without unnecessary delay.

ARTICLE V.

Employees attending court or investigation at the request of the proper official of the company, on presentation of receipted bills, will have their extra expenses paid by the company in addition to their schedule wages.

ARTICLE VI.

An employee leaving the service of the company will on request at manager's office within five days be furnished with a certificate by the proper official, stating term or terms of service, capacities in which employed, and whether discharged or leaving the service of his own accord. If discharged, cause of dismissal will be stated. If detained

more than five days awaiting such certificate he will be paid schedule wages for all time in excess of five days.

ARTICLE VII.

The company will keep offices in good repair. Employees must keep such offices and their surroundings clean.

ARTICLE VIII.

(a) At offices where one or more block operators and switchtenders (combined position) are employed, ten consecutive hours shall constitute a day's work.

(b) Overtime will be computed pro rata on schedule wages based on twenty-six days per month.

(c) Block operators and switchtenders (combined position) required to work more than twenty-six days per month will be paid extra pro rata on schedule salaries for such service based on twenty-six days per month.

(d) Employees who have been continuously in this service four years or more for the Winnipeg Joint Terminals, will be granted two weeks' leave of absence each year with full pay.

ARTICLE IX.

If an employee considers himself overtaxed his statement in writing to that effect to the proper official will be carefully considered, and if well founded relief will be granted.

ARTICLE X.

Application may be made direct to the manager for general revision of schedule.

ARTICLE XI.

Minimum monthly wages for combined position of block operator and switchtender will be \$80.00.

ARTICLE XII.

There will be no change in the foregoing rules and rates of pay except on thirty days' notice.

M. B. MURPHY,
Terminals Manager.

F. H. SAVAGE,
W. F. WATSON,
J. H. BOUCHER,
Committee.

Yazoo & Mississippi Valley

ARTICLE I.

Employees Included.

1. All employees performing the duties of a telegrapher, except train dispatchers, whether termed operator, agent operator or otherwise; also station agents and levermen, specified in the schedule of wages, will be considered telegraphers within the meaning of these articles.

2. Telephone operators whose duties include the handling of train orders, or the blocking of trains by telephone; also agent telephoners and telephone message operators specified in the schedule of wages, will be considered telegraphers within the meaning of these articles.

No employees other than those covered by this schedule of wages and train dispatchers will be permitted to handle train orders at places where telegraphers are located, except in emergency, in which case the telegrapher will be paid for the call. Train dispatchers shall report to chief dispatchers all orders so issued, and the telegrapher entitled to the call shall be notified.

ARTICLE II.

Promotions—Vacancies—Seniority.

1. Telegraphers will be regarded as in line for promotion, advancement depending on faithful, intelligent and courteous discharge of duty and capacity for greater responsibility. Where these are sufficient, seniority will govern.

2. When a vacancy occurs, or a new position is created, telegraphers will be notified within five (5) days by bulletin, and vacancy or new position filled within twenty-five (25) days, in accordance with section 1 of this article. The successful applicant to be allowed the higher rate of pay of the two

offices after expiration of twenty-five (25) days, until transfer is made.

Telegraphers must file application within ten (10) days of the date of the bulletin. The proper official shall acknowledge receipt of all applications by letter notice, specifying the successful applicant, copy of which shall be sent the local chairman.

3. Temporary positions or vacancies of thirty (30) days, or over, where total compensation is sixty dollars (\$60.00) or more, will be bulletined as such and filled in accordance with section 2 of this article, the successful applicant's position to be filled by the oldest competent telegrapher on the extra list.

The senior extra telegrapher shall have preference of all extra work, if available and competent; but if filling a vacancy at the time a junior telegrapher is assigned, the junior telegrapher may hold the position for a period of ten (10) days from the time he commenced work on the position, when he can be displaced by the senior telegrapher.

4. Seniority list of telegraphers will be furnished by the superintendent to an employee designated by the telegraphers in January and July of each year.

5. Telegraphers permanently transferred from one division to another will be considered as new men on the division to which they go, and will rank accordingly.

6. When telegraphers are transferred, and after a fair trial are found incompetent, they will be placed on the extra list, but will retain their seniority.

7. A telegrapher declining to accept promotion does not forfeit seniority.

8. When positions are abolished or the force reduced, the telegrapher relieved, which in the case of reduction of force shall be the youngest man in the service in that

particular office, shall have the privilege of asserting his seniority rights to any schedule position on the division, and will be required to select some position within thirty (30) days or go on the extra list; provided that he shall not displace any telegrapher who has been in the service over three years. The man displaced by him to assert his seniority for position held by any junior telegrapher in point of service and so on until the youngest man is relieved, or displaced men cease to assert the privilege.

9. Whenever a telegrapher on a division accepts a non-schedule position, or is granted leave of absence without impairment of rights, a record shall be made in the superintendent's office and a copy furnished local chairman. If such telegrapher does not return to a schedule position within six (6) months, he will forfeit his seniority rights.

This rule will not be applicable to telegraphers absent on account of sickness, nor to the general chairman and general secretary and treasurer of the Order of Railroad Telegraphers.

10. Except as per section 8, seniority will only be effective when vacancies occur, or new positions are created, and trading positions will not be permitted.

ARTICLE III.

Discipline—Grievance—Appeal.

1. Telegraphers will not be disciplined or discharged from the service without just cause and until after a fair and impartial investigation. When wanted for investigation the telegrapher shall be given sufficient advance notice, stating specific charges; if suspended pending investigation, they shall be given a hearing within ten (10) days before the board of inquiry, as now constituted, and, when practicable, the superintendent will be present. If, after investigation, telegraphers be found not at fault, they shall receive full pay for the time lost. The result of investigation shall be made known within ten (10) days.

2. All grievances which may exist must be taken up with the superintendent in writing within thirty (30) days after occurrence.

3. In the event that any grievance cannot be satisfactorily adjusted with the superintendent, the telegraphers shall have the right to appeal to the general superintendent and from him to the general manager.

4. Telegraphers reporting direct to the superintendent of telegraph shall have the right to appeal to the general manager.

5. A telegrapher called in for investigation may be accompanied by a telegrapher of his choice, in the employ of the company, and they may remain throughout the entire hearing if they so desire.

ARTICLE IV.

Service Record Letter.

Telegraphers who have been in the service sixty (60) days or more, will, when leaving the service, be furnished, upon request, a letter from the proper official stating term of service, capacity in which employed, and whether discharged or leaving the service of their own accord.

ARTICLE V.

Emergency Work.

Telegraphers performing duties at wrecks, washouts, slides, snow blockades or other similar emergency office, will receive a minimum of \$2.75 per day of eight (8) hours or less, and overtime at regular overtime rates; and actual expenses while away from home. Time to be computed from time they start until they return, except for such time as they may be relieved from duty.

ARTICLE VI.

Hours of Service—Rest—Meal Hours.

1. At offices where but one telegrapher is employed, except as provided in section 3, ten (10) consecutive hours, commencing between 6:30 and 8:30 a. m. or p. m. and including meal hour, will constitute a day's work.

2. At offices where two telegraphers are employed, except as provided in section 3, and they both work days, ten (10) consecutive hours, commencing between 6:30 and 7:30 a. m. and including meal hour, will constitute a day's work.

At offices where two telegraphers are employed, covering a period of more than thirteen hours per day, and they both handle train orders, eight (8) consecutive hours will constitute a day's work.

At offices where two telegraphers are employed, ten (10) consecutive hours, commencing between 6:30 and 7:30 a. m. for day telegraphers and between 6:30 and 7:30 p. m. for night telegrapher, and including meal hour, will constitute a day's work.

(At an office where an exclusive agent or an exclusive leverman, or both, and an operator are employed, the operator is under section 2, paragraph 1 or 3.)

(At an office where an exclusive agent or an exclusive leverman and two operators are employed, the operators are under section 2, paragraph 2.)

3. Twelve (12) consecutive hours, including meal hour, will constitute a day's work for exclusive levermen.

Eleven (11) consecutive hours or less, as indicated in the wage scale, including meal hour, will constitute a day's work for exclusive agents.

(Exclusive agents are those designated in the schedule as agent, and do not include those designated as agent operator.)

4. At offices where three or more telegraphers are employed, exclusive of those covered by section 3, eight (8) consecutive hours will constitute a day's work. First trick to commence at or between 7:00 and 8:00 o'clock a. m. (This does not apply to offices covered by section 5.)

5. Eight (8) consecutive hours will constitute a day's work for telegraphers in "GO" office, Memphis.

6. Eight (8) consecutive hours will constitute a day's work for telegraphers in dispatchers' offices.

7. Nine (9) consecutive hours, including meal hour, will constitute a day's work for telephone message operators.

8. Seven (7) hours' service will constitute a day's work for telegraphers working split tricks at any office. No trick will be split more than once.

9. Telegraphers, except those working nine (9) consecutive hours, or less, per day, will be allowed one (1) hour for meals between 11:30 and 2:00 o'clock, day or night. If on account of wire work, or meeting or blocking trains, their time is curtailed, one (1) hour overtime will be allowed, and if regular meal is missed, thirty (30) minutes for lunch will be allowed at first opportunity.

10. If telegraphers are required to meet trains or deliver train orders within one (1) hour after expiration of their regular hours, they will receive thirty-five (35) cents (or pro rata if schedule wage is higher) for such service, remaining on duty one (1) hour if necessary, and if detained more than one (1) hour will receive overtime thereafter.

11. At one-man stations, where the telegrapher is employed nights, a similar arrangement will be effective.

12. After sixteen (16) consecutive hours' service, telegraphers will be allowed eight hours' rest.

ARTICLE VII.

Overtime—Extra Calls.

1. The regular overtime rate at all offices, except "GO" office, Memphis, will be thirty-five (35) cents per hour. at "GO" office, Memphis, it will be fifty (50) cents per hour. If schedule wage is higher, overtime will be paid pro rata. Regular overtime rate for telephone message operators will be thirty-five (35) cents per hour.

2. Telegraphers required by superintendent, train dispatcher or chief dispatcher to remain on duty, for any purpose, in excess of their regular established hours will be paid overtime.

3. Telegraphers called or instructed to come on duty by competent authority outside of regular established hours, except as provided in section 10 of Article VI, will be allowed sixty-five (65) cents for the service and first hour, and regular overtime thereafter.

4. In computing overtime, thirty (30) minutes or over will not be counted. Over thirty (30) minutes and up to one hour and thirty minutes (1 hour and 30 minutes) will be counted one hour.

ARTICLE VIII.

Attending Court.

Telegraphers attending court at request of the company shall be allowed net compensation which would have been earned by them at their station, with necessary expenses while they are away from home.

ARTICLE IX.

Investigation.

When telegraphers lose time on account of investigation of any cause for which they are not at fault, they will be paid for time lost.

ARTICLE X.

Transfer—Transportation.

1. Telegraphers transferred by order of the company, or to accept bulletined positions, will be furnished with free transportation for themselves, their families, and household goods, and will suffer no loss of pay.

2. When granted leave of absence, the outgoing and incoming telegraphers will each

be paid for the full day of first transfer. On return transfer, only the outgoing telegrapher will be paid.

3. Telegraphers desiring to be checked in after leave of absence will give the superintendent at least five (5) days' advance notice, and if check is delayed thereafter, will receive pay for such additional time as they are held out of the service.

ARTICLE XI.

Operating Pumps.

Telegraphers who are required to operate gasoline pumps will receive \$12.50 per month extra compensation. Where it is practicable to do so, telegraphers will be relieved from this work.

ARTICLE XII.

Cleaning Battery, Station, Etc.

1. Telegraphers shall not be required to clean main or local battery at stations where more than ten (10) cells are used.

2. Telegraphers shall not be required to scrub floors, wash windows, or clean out-buildings, but will see that their stations are kept neat and clean.

ARTICLE XIII.

Attending Interlocking or Switch Lights.

1. At stations where section men reside or porters or helpers are employed, telegraphers will not be required to attend interlocking or switch lights, but they will see that they are kept burning.

2. At stations where telegraphers are required to care for interlocking or switch lights they will be allowed seventy-five (75) cents per light per month.

ARTICLE XIV.

Students.

Telegraphers will not be required to teach telegraphy nor admit students to their offices nor will telegraphers teach telegraphy without permission from the company.

ARTICLE XV.

Discrimination.

Telegraphers will not be discriminated against for service on the board of adjustment.

ARTICLE XVI.

Returning Service Cards and Letters of Recommendation.

Telegraphers employed by the company will, upon application, have returned to them all service cards and letters of recommendation which may have been taken up for inspection.

ARTICLE XVII.

New Positions—Compensation.

1. When additional positions are created, the compensation will be fixed in conformity with positions of similar class provided for in this schedule.

2. When an agent telegrapher's position covered by this schedule becomes a non-telegraph station the rate of pay will not be reduced.

ARTICLE XVIII.

Sunday and Holiday Work.

1. Telegraphers shall be excused from Sunday and holiday duties as much as the conditions of business will permit.

2. Telegraphers in offices under the jurisdiction of superintendent of telegraph, required to work on Sunday or a holiday, will be paid pro rata for all Sunday and holiday work. All such work to be consecutive.

Holidays referred to are: New Year's, Memorial Day, Fourth of July, Labor Day, Thanksgiving and Christmas.

3. Telegraphers in offices other than those covered by section 2, required to work on Sunday, will be paid pro rata for such service. Sunday service shall be arranged in not to exceed two periods within the spread of the weekday hours and with a minimum of one hour for each time they report.

4. The Sunday hours will be assigned and not subject to temporary changes; for all service performed outside of such assigned hours, overtime will be allowed as per overtime rules.

ARTICLE XIX.

Minimum Rate of Relief Agent.

The salary of relief agents shall not be less than \$100.00 per month. When relieving at stations where the regular rate is higher, the higher rate will be paid. When the position is created on a division it shall be bulletined and filled in accordance with sections 1 and 2 of Article II.

ARTICLE XX.

Relief Work.

Regular assigned telegraphers who are required to perform relief work, and in consequence thereof suffer a reduction in their regular compensation, will be paid an amount sufficient to reimburse them for such loss, and in all cases will be allowed \$1.00 per day for expenses while away from their regular assigned stations.

ARTICLE XXI.

Commissions.

At stations where ticket, express or telegraph commissions are being paid, no reduction in the percentage will be made except on thirty days' notice, and by agreement between both parties.

ARTICLE XXII.

U. S. Mail.

At stations where the United States mail is so heavy as to require additional expense to handle same, the company will assume said expense.

ARTICLE XXIII.

Annual Leave of Absence.

Telegraphers working ten (10) hours or more, and those employed at "GO" office, Memphis, will be allowed fifteen (15) days' leave of absence annually without loss of pay. If the company finds it inconvenient to grant the aforesaid leave of absence during any year to a telegrapher entitled to it under this rule, the telegrapher shall at his option receive compensation at his regular salary rate for the leave of absence period to which he may be entitled, or in the next following year shall receive additional leave of absence for a like period. It is mutually agreed that at stations where ticket commissions are paid, that such commissions shall be considered a part of the salary.

ARTICLE XXIV.

Company Furnish Copy of Schedules.

Each telegrapher shall be furnished by the company with a copy of this schedule and all amendments and supplements thereto.

ARTICLE XXV.

Expiration of Agreement.

There shall be no change in these rules and rates of pay except upon thirty (30) days' notice.

A. E. CLIFT,
General Manager.

For the Telegraphers:

L. M. ELLIOTT, Chairman.
J. S. LEVI, Secretary.

WAGE SCALE.

General Office.

Station and Position.	Hrs.	Rate per Month.
Memphis (GO), chief operator....	8	\$137.50
Assistant chief operator.....	8	122.50
Assistant chief operator.....	8	122.50
Operator	8	112.50
Operator	8	110.00
Operator	8	110.00
Other operators.....	8	100.00
Telephone message operator..	9	60.00

MEMPHIS DIVISION.

Clarksdale District.

Station and Position.	Hrs.	Rate per Month.
Nonconnah, first operator.....	8	\$100.00
Second operator.....	8	100.00
Third operator.....	8	100.00
Lakeview, agent operator.....	10	77.50
Walls, agent operator.....	10	75.00
Lake Cormorant, agent operator....	10	75.00
First operator leverman.....	8	97.00
Second operator leverman.....	8	97.00
Third operator leverman.....	8	97.00
Robinsonville, agent operator.....	10	85.00
Hollywood, agent operator.....	10	74.00
Tunica, agent operator.....	10	80.00
Operator clerk.....	10	95.00
Clayton, agent operator.....	10	70.00
Dundee, agent operator.....	10	80.00
Lula, agent	10	115.00
First operator.....	8	90.00
Second operator.....	8	87.00
Third operator.....	8	87.00
Coahoma, agent operator.....	10	80.00
Day operator.....	10	90.00
Clover Hill, agent operator.....	10	67.50
Lyons, agent.....	10	46.50
Clarksdale, ticket agent.....	11	122.00
First operator.....	8	100.00
Second operator.....	8	97.50
Third operator.....	8	97.50
Alligator, agent.....	11	42.50
Duncan, agent operator.....	10	75.00
Shelby, agent operator.....	10	86.00
Operator clerk.....	10	95.00
Merigold, agent operator.....	10	87.50

Tallahatchie District.

Banks, agent operator.....	10	\$ 72.00
Prichard, agent operator.....	8	80.00
Second operator.....	8	87.00
Third operator.....	8	87.00

Station and Position.	Hrs.	Rate per Month.
Savage, agent operator.....	10	\$ 80.00.
Sarah, agent operator.....	10	85.00.
Crenshaw, agent operator.....	8	90.00.
Second operator.....	8	87.00.
Third operator.....	8	87.00.
Sledge, agent operator.....	10	80.00.
Darling, agent operator.....	10	76.50.
Marks, agent operator.....	10	92.00.
Lambert, agent.....	10	85.00.
First operator.....	8	94.00.
Second operator.....	8	92.00.
Third operator.....	8	92.00.
Vance, agent operator.....	10	77.00.
Tutwiler, agent.....	10	80.00.
First operator.....	8	96.00.
Second operator.....	8	93.50.
Third operator.....	8	93.50.
Sumner, agent operator.....	10	85.00.
Webb, agent operator.....	10	77.00.
Swan Lake, agent operator.....	8	80.00.
Second operator.....	8	90.00.
Third operator.....	8	87.00.
Glendora, agent operator.....	10	77.00.
Minter City, agent operator.....	10	95.00.
Philipp, agent operator.....	10	75.00.
First operator.....	8	90.00.
Second operator.....	8	87.00.
Third operator.....	8	87.00.
Money, agent operator.....	10	72.00.
Greenwood, first operator.....	8	100.00.
Second operator.....	8	97.50.
Third operator.....	8	97.50.
Sidon, agent operator.....	10	77.00.
Cruzer, agent operator.....	8	70.00.
Second operator.....	8	90.00.
Third operator.....	8	87.00.
Tehula, agent operator.....	10	85.00.
Day operator clerk.....	10	90.00.

Greenwood District.

Holcomb, agent operator.....	10	\$ 82.50
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Tchula District.

Lexington, agent operator.....	10	\$ 95.00
Day operator clerk.....	10	87.50

Charleston District.

Charleston, agent operator.....	10	\$ 77.00
Fife, agent operator.....	10	59.00
Macel, agent operator.....	10	59.00

Sunflower District.

Mattson, agent operator.....	10	\$ 85.00.
Dublin, agent operator.....	10	75.00.
Rome, agent operator.....	10	72.50.
Parchman, agent operator.....	10	77.50.
Drew, agent operator.....	10	77.00.
Ruleville, agent operator.....	10	77.00.
Doddsville, agent operator.....	10	85.00.
Blaine, agent.....	11	46.00.
Snuflower, agent operator.....	10	75.00.
Moorhead, agent operator.....	10	100.00.
Inverness, agent operator.....	10	75.00.
Isola, agent operator.....	10	75.00.
Belzoni, agent operator.....	10	102.00.
Silver City, agent operator.....	10	64.00.

Helena District.

Jonestown, agent.....	11	\$ 80.00
Helena, operator ticket clerk.....	10	102.50
Relief agent.....		100.00

VICKSBURG DIVISION.

Cleveland District.		Rate per
Station and Position.	Hrs.	Month.
Cleveland, agent.....	10	\$150.00
First operator.....	8	91.50
Second operator.....	8	91.50
Third operator.....	8	91.50
Boyle, agent operator.....	10	78.00
Shaw, agent operator.....	10	88.00
Operator cashier.....	10	100.00
Helm, agent operator.....	10	79.00
Elizabeth, agent operator.....	10	98.00
Leland, agent.....	10	110.00
Operator ticket clerk.....	8	101.50
Second operator.....	8	91.50
Third operator.....	8	91.50
Arcola, agent operator.....	10	72.00
Hollandale, agent operator.....	10	80.00
Percy, agent operator.....	10	78.00
Nitta-Yuma, agent operator.....	10	72.50
Anguilla, agent operator.....	10	69.00
Rolling Fork, agent.....	10	90.00
First operator.....	8	91.50
Second operator.....	8	91.50
Third operator.....	8	91.50
Cary, agent operator.....	10	81.00
Valley Park, agent operator.....	10	78.50
Floweree, day operator.....	10	85.00
Redwood, agent operator.....	10	81.00
Dirt Pit, day operator.....	10	85.00

Riverside District.

Friars Point, agent operator.....	10	\$ 79.00
Stovall, agent operator.....	10	59.50
Farrell, agent operator.....	10	32.00
Sherard, agent operator.....	10	62.00
Green Grove, agent.....	11	42.00
Hillhouse, agent operator.....	10	67.00
Deeson, agent operator.....	10	73.00
Perthshire, agent operator.....	10	66.00
Gunnison, agent operator.....	10	74.00
Rosedale, agent operator.....	10	100.00
Operator cashier.....	10	100.00
Beulah, agent operator.....	10	72.00
Benoit, agent operator.....	10	76.50
Day operator.....	10	82.50
Scott, agent operator.....	10	85.00
Lamont, agent operator.....	10	80.00
Metcalfe, agent operator.....	10	69.00
Greenville, operator.....	8	100.00
Avon, agent operator.....	10	61.50
Erwin, agent operator.....	10	63.50
Hampton, agent operator.....	10	81.00
Glen Allen, agent.....	10	82.50
Grace, agent operator.....	10	76.00

Silver Creek District.

Holly Bluff, agent operator.....	10	\$ 62.50
Louise, agent operator.....	10	68.50
Midnight, agent operator.....	10	59.50

Kimball Lake District.

Pace, agent operator.....	10	\$ 65.00
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Yerger Branch.

Trail Lake, agent operator.....	10	\$ 61.50
Tribbett, agent operator.....	10	53.00

NEW ORLEANS DIVISION.

Vicksburg District.		Rate per
Station and Position.		Hrs. Month.
Vicksburg, day ticket agent opr...	8	\$110.00
Night ticket agent operator...	8	100.00

Station and Position.	Rate per Hrs. Month.	Station and Position.	Rate per Hrs. Month.
(XN), first operator.....	8 \$ 90.00	Timberton, agent operator.....	10 \$ 71.00
Second operator.....	8 90.00	Lutcher, agent operator.....	10 57.00
Third operator.....	8 90.00	Day operator.....	10 90.00
Cedars, agent operator.....	10 80.00	Gramercy, agent operator.....	10 75.00
Yokena, agent operator.....	10 75.00	Night operator.....	10 85.00
Allen, night operator.....	10 80.00	Garyville, agent operator.....	10 71.00
Port Gibson, agent.....	10 129.00	Day operator.....	10 90.00
Day operator.....	10 90.00	Reserve, agent operator.....	10 63.00
Russum, agent operator.....	10 68.00	First operator.....	8 85.00
Lorman, agent operator.....	10 67.00	Second operator.....	8 85.00
Harriston, agent.....	10 105.00	Third operator.....	8 85.00
First operator.....	8 90.00	La Place, agent operator.....	10 58.00
Second operator.....	8 90.00	Destrehan, agent operator.....	10 90.00
Third operator.....	8 90.00	St. Rose, agent operator.....	10 57.00
McNair, agent operator.....	10 78.00		
Hamburg, agent operator.....	10 75.00	Natchez District.	
Roxie, agent operator.....	10 80.00	Raymond, agent operator.....	10 \$ 69.00
Knoxville, agent operator.....	10 71.00	Learned, agent operator.....	10 69.00
Rosetta, agent operator.....	10 79.00	Utica, agent operator.....	10 88.00
Stephenson, agent operator.....	10 90.00	Day operator.....	10 85.00
Gloster, agent operator.....	10 95.00	Myles, agent operator.....	10 60.00
First operator.....	8 85.00	Carlisle, agent operator.....	10 58.00
Second operator.....	8 85.00	Hermanville, agent operator.....	10 80.00
Third operator.....	8 85.00	Pattison, agent operator.....	10 68.00
Centerville, agent operator.....	10 72.00	Red Lick, agent operator.....	10 59.00
Day operator.....	10 85.00	Fayette, agent operator.....	10 88.00
Norwood, agent operator.....	10 68.00	Stamper, agent operator.....	10 60.00
		Stanton, agent operator.....	10 60.00
Wilson District.		Natchez, day ticket agent opr....	8 107.00
Wilson, agent operator.....	10 \$115.00	Night ticket agent operator... 8	97.00
(HD), operator.....	8 95.00		
McManus, agent operator.....	10 67.00	Clinton District.	
Ethel, agent operator.....	10 90.00	Clinton, agent operator.....	10 \$ 80.00
Slaughter, agent operator.....	10 94.00		
Zachary, agent operator.....	10 71.00	Woodville District.	
Baker, agent operator.....	10 69.00	Lindsay, agent operator.....	10 \$ 60.00
Baton Rouge, first operator.....	8 95.00	Bayou Sara, agent operator.....	10 100.00
Second operator.....	8 95.00	Woodville, agent operator.....	10 80.00
Third operator.....	8 95.00		
St. Gabriel, agent operator.....	10 70.00	Baton Rouge District.	
Geismar, agent operator.....	10 65.00	Denham Springs, agent operator..	10 \$ 69.00
Burnside, agent operator.....	8 77.00	Corbin, agent operator.....	10 69.00
Second operator.....	8 85.00	Doyle, agent operator.....	10 65.00
Third operator.....	8 85.00	Albany, agent operator.....	10 20.75
Convent, agent operator.....	10 63.00	Goodbee, agent operator.....	10 62.00

The Zanesville & Western Railway Company

(EFFECTIVE MARCH 1, 1916.)

(Superseding Agreement of June 1, 1912.)

ARTICLE I.

All telegraph operators, telephone operators and station agents specified in this schedule will be considered "telegraphers" within the meaning of these articles, irrespective of the title by which designated or the character of service performed, and will be governed by the regulations and paid at the rates specified herein. When new positions are created, the provisions of this agreement will apply and the wages will be fixed to conform to positions of similar class.

ARTICLE II.

Employees covered by this schedule will be regarded in line of promotion and where ability is sufficient, according to the judgment of the proper officer of the railway company, seniority will prevail.

Seniority rights will be effective when vacancies occur, or when new positions are created. Seniority rights will date from the last time of entering the service.

Vacancies and new positions will be bulletined within ten (10) days to all offices on the division and will be filled in accordance with this article, and eligible employees will be given five (5) days in which to apply for same, and such positions will ordinarily be filled within thirty days.

In the event of reduction of force, retention in service will be governed by seniority, together with merit, capacity and qualifications, based on the judgment of the proper officer of the company. Employees will retain their seniority on the extra list. Telegraphers refusing promotion will not lose seniority rights.

ARTICLE III.

Should an employe regard the discipline imposed on him as unjust, he may submit a written statement of the facts and arguments to the general committee within one (1) month, and if in the judgment of the committee an injustice has been done, then the said committee and the head of the employes department shall jointly and fully consider the case.

Should the committee fail to get a satisfactory decision from the head of the said employes department, the matter may be referred to the general superintendent for his consideration.

ARTICLE IV.

(a) At stations where one man constitutes the station force, or office force, the regular hours, as far as practicable, will be from 7:00 a. m. to 7:00 p. m. Twelve hours, including meal hour, will constitute a day's work. The hours will be fixed by the superintendent to begin between 5:30 and 8:30 a. m. or p. m.

(b) At offices where two men are employed and eighteen-hour service maintained, nine consecutive hours will constitute a day's work.

(c) At offices where three men are employed, nine consecutive hours will constitute a day's work.

ARTICLE V.

When ordered by proper authority to remain on duty for telegraphic service, or meeting trains, in excess of the regular number of hours constituting a day's work, as provided for in paragraphs (a), (b) and (c) of Article IV, they will be paid overtime at the rate of thirty cents (30c) per hour for such service. If called to the office after completing regular hours of service, as per paragraphs (a), (b) and (c) of Article IV, they will be paid fifty-five cents (55c) for the call including the first hour, and thirty cents (30c) for each succeeding hour held on duty thereafter.

In computing overtime, less than thirty (30) minutes will not be counted; thirty (30) minutes and less than sixty (60) minutes will be counted one hour.

ARTICLE VI.

Regularly assigned telegraph operators required by the company to attend court or be absent from home on company business, will be allowed regular pay, transportation and reasonable actual expenses, with a maximum of \$2.00 per day of twenty-four hours. All witness fees to go to the company.

ARTICLE VII.

Telegraphers working more than nine hours per day will be allowed sixty minutes for meals, beginning between 11:00 and 1:00 o'clock, day and night. When this time can not be allowed, they will be paid one hour overtime for such meal hour.

ARTICLE VIII.

Telegraphers will be excused from Sunday duty as far as possible and no deduction will be made from their pay on that account.

ARTICLE IX.

Employees covered by this schedule will be granted leave of absence from time to time,

provided such leave of absence does not interfere with the business of the company, and will be granted necessary transportation over the Z. & W. Railway.

ARTICLE X.

Employees covered by this schedule transferred by order of the company will be furnished free transportation for themselves, wholly dependent members of their families, and effects, and will be allowed regular pay while in transit and making transfer at the rate of pay from which transfer is made.

ARTICLE XI.

Employees covered by this schedule required to handle switch lights will be paid one dollar (\$1.00) per lamp per month for two, or less, lamps and fifty cents (50c) per lamp per month for each additional lamp.

ARTICLE XII.

Claims for overtime and extra compensation must be made on blanks furnished for that purpose, or in writing, within forty-eight (48) hours after the service is performed. If for any reason overtime is not allowed, claimant will be promptly notified.

ARTICLE XIII.

Telegraphers will not be required to wear any uniform except the regulation cap.

ARTICLE XIV.

A revised seniority list will be furnished to telegraphers' committee during January and July of each year.

ARTICLE XV.

Where more than ten (10) cells of local battery are in use, employees, covered by this schedule will not be required to clean them.

ARTICLE XVI.

Employees covered by this schedule will be furnished with a copy of it. There will be no change in the foregoing rules, or the rates of pay shown in wage scale, except upon thirty (30) days' notice by either party.

WAGE SCALE.

Station and Position.	Rate per Month.
New Salem, agent and operator.....	\$ 60.00
Thornville, agent and operator.....	62.50
Glenford, agent and operator.....	66.00
Mt. Perry, agent and operator.....	60.00
White Cottage, agent and operator...	60.00
Darlington, first trick opr. and tower.	52.50
Second trick opr. and towerman...	52.50
Third trick opr. and towerman...	52.50
South Zanesville, agent and operator.	62.50
Cannelville, agent and operator.....	56.50
Saltillo, agent and operator.....	66.00
Tropic, agent and operator.....	65.00
Sayre, agent and operator.....	62.50
Drakes, operator and clerk.....	67.50
Hemlock, agent and operator.....	56.50
Shawnee, agent and operator.....	70.00

The Zanesville & Western Railway Co.:

By C. L. GARDNER,

Superintendent.

For the Telegraphers:

C. B. MOORE,

F. C. SOLIDAY,

Columbus, Ohio, March 1, 1916.

Agreements With Express Companies

Adams Express Company

Chesapeake and Ohio Railroad.
Chesapeake and Ohio Railroad of Indiana.

ARTICLE I.

Effective September 1, 1916, the following rules and rates of pay will govern agents who act jointly for the Adams Express Company and the Chesapeake and Ohio Railway and the Chesapeake and Ohio Railway of Indiana.

ARTICLE II.

A commission of ten per cent (10%) will be paid agents on all Adams Express business handled.

A commission of ten per cent (10%) will be paid on all Southern Express business handled.

Commission agents will be paid ten per cent (10%) on one-half of the gross business done with other express companies.

When it is necessary to incur expense of wagon service, office rent, transfer between trains, etc., allowance may be made as may be agreed upon.

When the commissions do not exceed seven dollars and fifty cents (\$7.50) per month, a guarantee of seven dollars and fifty cents (\$7.50) per month will be paid. When the commissions exceed seven dollars and fifty cents (\$7.50) per month, and do not exceed ten dollars (\$10.00) per month, a guarantee of ten dollars (\$10.00) per month will be paid.

ARTICLE III.

At points where agents are required to transfer express matter to or from other lines or trains, they will be paid the following salaries for such service in addition to their regular commissions:

Bremo, Va.	\$ 15.00
Warren, Va.	12.50
Balcony Falls, Va.	22.50
Eagle Mountain, Va.	22.50
Ronceverte, W. Va.	160.00
Durbin, W. Va.	15.00
Quinnimont, W. Va.	60.00
Gauley, W. Va.	25.00
Paint Creek Jct., W. Va.	35.00
Logan, W. Va.	20.00
Shelby, Ky.	20.00
Beaver Creek, Ky.	20.00
Elk Horn City, Ky.	20.00
Meadow Creek, W. Va. (at C. & O. platform)	17.50

ARTICLE IV.

Agents will be paid thirty-three and one-third per cent (33⅓%) on all money order fees collected and money orders sold, and ten per cent (10%) on money orders issued in making returns on paid C. O. D.'s.

ARTICLE V.

Any commission due agents on error letters will be allowed or deductions made, as the case may be.

ARTICLE VI.

Agents will not be required to contribute to the employees' liability fund.

ARTICLE VII.

Agents required to attend court on account of the Adams Express Company will be allowed six dollars (\$6.00) per day for such service.

ARTICLE VIII.

Upon application to superintendent agents will be furnished a reasonable number of pasteur franks covering personal express shipments over the line of the Adams Express Company.

Agents will be expected to render loyal assistance in advancing the interests of the Adams Express Company, observe its rules and be prompt in rendering reports and settlements.

ARTICLE IX.

All controversies arising between the Adams Express Company and its agents herein represented, which cannot be satisfactorily adjusted otherwise, may be referred to the superintendent and chairman of the express agents' committee for adjustment.

ARTICLE X.

Joint railway and express agencies herein represented will not be separated unless mutually agreed between the company and the committee representing the express agents.

ARTICLE XI.

This memorandum of arrangements to remain in effect subject to thirty (30) days' notice to be given in writing by either party.

For Adams Express Company:

By F. A. VAN DENBERG, Supt.
By A. D. BROSIUS, Supt.
By C. F. BARRETT, Supt.

For Adams Express Agents:

By H. S. SHUEY,
Chairman Express Committee.

Approved: L. E. HICKS,
General Chairman.

The Virginian Railway.

ARTICLE I.

Effective September 1st, 1917, the following rules and rates of pay will govern agents who act jointly for the Adams Express Company and the Virginian Railway Company:

ARTICLE II.

A commission of ten per cent (10%) will be paid agents on all Adams Express business handled.

A commission of ten per cent (10%) will be paid on all Southern Express business handled.

Commission agents will be paid ten per cent (10%) on one-half of the gross business done with other express companies,

When it is necessary to incur expense of wagon service, office rent, transfer between trains, etc., allowance may be made as may be agreed upon.

When the commissions do not exceed seven dollars and fifty cents (\$7.50) per month, a guarantee of seven dollars and fifty cents (\$7.50) per month will be paid. When the commissions exceed seven dollars and fifty cents (\$7.50) per month, and do not exceed ten dollars (\$10.00) per month, a guarantee of ten dollars (\$10.00) per month will be paid.

ARTICLE III.

At points where agents are required to transfer express matter to or from other lines or trains, they will be paid the following salaries for such service in addition to their regular commission:

Station.	Per Month.
Altavista, Va.	\$ 12.50
Bishop, W. Va.	10.00
Jarratt, Va.	12.50
Matoaka, W. Va.	35.00
Mullens, W. Va.	35.00

ARTICLE IV.

Agents will be paid thirty-three and one-third per cent (33 $\frac{1}{3}$ %) on all money order fees collected on money orders sold, and ten per cent (10%) on money orders issued in making returns on paid C. O. D.'s.

ARTICLE V.

Any commission due agents on error letters will be allowed or deduction made, as the case may be.

ARTICLE VI.

Agents will not be required to contribute to the employees' liability fund.

ARTICLE VII.

Agents required to attend court on account of the Adams Express Company will be allowed six dollars (\$6.00) per day for such service.

ARTICLE VIII.

Upon application to superintendent, agents will be furnished a reasonable number of pasteboard franks to cover shipments of purely a personal nature over the lines of the Adams Express Company. The Adams Express Company, through its superintendent, reserves the right to pass on the number of franks issued and also as to whether the shipment comes within the meaning of personal.

Agents will be expected to render loyal assistance in advancing the interests of the Adams Express Company, observe its rules and be prompt in rendering reports and settlements.

ARTICLE IX.

All controversies arising between the Adams Express Company and its agents herein represented, which cannot be satisfactorily adjusted otherwise, may be referred to the superintendent and chairman of the express agents' committee for adjustment.

ARTICLE X.

Joint railway and express agencies herein represented will not be separated unless mutually agreed between the company and the committee representing the express agents.

ARTICLE XI.

This memorandum of arrangements to remain in effect for one year from September 1, 1917, and to continue in effect thereafter subject to thirty (30) days' notice, to be given in writing by either party.

For Adams Express Company:

(Signed) F. A. VAN DENBERGH,
Superintendent.

For Adams Express Agents:

(Signed) H. W. HIX.

Canadian Express Company

CANADIAN GOVERNMENT LINES.

Memorandum of agreement between the Canadian Express Company and its agents on the Canadian Government Railways, known as the Intercolonial Railway and Prince Edward Island Railway, effective May 1st, 1914.

ARTICLE I.

The following rules and schedule of commissions are hereby agreed to for agents on the Canadian Government Railways, known as the Intercolonial Railway and Prince Edward Island Railway (who also act as commission agents of the Canadian Express Company), except in cases where special, or extra, services are performed, such as collection and delivery by vehicle, or transfer at junction points. At such points the express company may readjust the existing arrangements so as to apply the agreed schedule rates of commission for the ordinary express work, and in addition thereto a specific sum per month to cover such special, or extra, work as may be from time to time agreed to with the superintendent of the express company.

ARTICLE II.

Montreal and East, on or reached over Canadian Gov. Rys., outwards.....15%
Montreal and East, on or reached over Canadian Gov. Rys., inwards.....10%
South and West of Montreal to Detroit, Pt. Huron & No. Bay, outwards.....10%
South and West of Montreal to Detroit, Pt. Huron & No. Bay, inwards.....10%
West and North of North Bay.....5%
On foreign business the agreed rate of commission to the transfer point on one-half of through charges.

Carload Shipments: When shipments are made in carloads, loaded by shipper, or unloaded by consignee, commission will be allowed on one-half the charges, but not to exceed three dollars (\$3.00) per car.

ARTICLE III.

A minimum compensation of thirty-three and one-third per cent (33 $\frac{1}{3}$ %) of the company's charges collected will be paid on all money orders, except as provided in clause Article IV.

ARTICLE IV.

A minimum compensation of ten per cent (10%) will be paid on all charges on money orders issued in payment of C. O. D.'s and collections.

Canadian Express Company,
By JOHN PULLEN, President.

On Behalf of Agents:
R. A. McMILLAN, Actg. Chairm.,
J. J. TRUENOR,
GEO. MORIN,

Committee.

Montreal, May 11th, 1914.

Canadian Northern Express Company

Canadian Northern Railway.

Rules and rates of commission for railway telegraphers taking effect January 1st, 1917.

The following rules and rates of commission will govern the railway express agents on the Canadian Northern Railway System, commission to be computed on "our charges" only:

(1) 10% on traffic between offices of this company east of but not including Port Arthur, Ont.

(2) 10% on traffic between offices of this company west of and including Port Arthur, Ont.

(3) 5% on traffic between offices of this company, one of which is west of Port Arthur (inclusive) and the other east thereof.

(4) Foreign business: 2½% on through waybills to or from offices of other express companies.

(5) Carload shipments: A maximum commission of \$3.00 per car when shipments are made in carload lots and loaded by shippers.

(6) Paid C. O. D.'s and collections: When returns are made by money order a commission of 10% of the return charge will be allowed:

Note: Commissions on paid C. O. D.'s and collection charges will be taken credit for on money order report.

(7) Agents at the undermentioned transfer points will receive the following monthly allowances for transfer service:

Aldred Jct. (when transfer is made) ..	\$ 2.50
Bannockburn	2.50
Brockville Jct.	10.00
Tweed	2.50
Yarker	10.00
Garneau Jct.	10.00
Avonlea	5.00
Belmont	5.00
Big Valley	3.50
Camrose	5.00
Canora	6.00
Dalmeny	3.00
Emerson Jct.	5.00
Greenway	3.00
Hallboro	5.00
Hudson Bay Jct.	5.00
Lampman	2.50
Lochearn	2.50
Maryfield	5.00
Munson	5.00

Ochre River	\$ 2.50
Radville	6.00
Russell	2.50
Scarth	5.00
Somerseset	3.00
Sprague	3.00
Stetler	3.50
Swan River	5.00
Vegreville	5.00
Warman	15.00
Grand Mere Jct.	10.00
Linton Jct.	5.00
Riviere a Pierre	10.00

Accepted for the Canadian Northern Express Company:

W. C. MUIR,
General Superintendent.

Accepted for the Telegraphers:

L. F. MUNCEY,
General Chairman.

Central Canada Express Company

Edmonton and Dunvegan Railway.

Rules and rates of commission for railway telegraphers taking effect July 1st, 1917.

The following rules and rates of commission will govern the railway express agents in the employ of The Central Canada Express Company:

1. Ten per cent of total express charges on all forward way bills.

2. Five per cent of total express charges on all received way bills.

3. The above commissions apply on both through and local billing.

4. The maximum commission of \$3.00 per car when shipments are made in carload lots and loaded by shippers.

5. Paid C. O. D.'s and collections: When returns are made by money order a commission of ten per cent of the return charge will be allowed. Commissions on paid C. O. D.'s and collection charges will be taken credit for on money order report.

Accepted for the Central Canada Express Company:

C. DOWLING.

Accepted for the Telegraphers:

C. B. FRENCH.

Dominion Express Company

Canadian Pacific Railway.
Quebec Central Railway.
Dominion Atlantic Railway.

Rules and rates of commission for joint agents, Dominion Express Company and Canadian Pacific Railway, taking effect July 1st, 1911.

It is hereby agreed that the instructions to express agents paid by commission be altered to read as follows:

Division of territory and rates of commission: The following are the divisions of territory and the rates of commission allowed.

Unless otherwise arranged with superintendents, agents must charge their commissions accordingly, and on "our charges" only.

Agents in British Columbia and Alberta: 6½% on all business to and from all other offices.

Agents in office in Saskatchewan, Manitoba and Ontario, west of and including Sudbury: 9% on business to and from all other offices.

Agents at office east and south of Sudbury: 11% on all business to and from offices in same territory, and 5% on business to and from all other offices.

Note: Western express offices in Maine and Vermont will be regarded as Dominion express offices so far as computing commission is concerned.

Goods in bond: On waybills for goods which are billed to any inland port of entry, to be passed through customs and then rebilled to destination, the agent at port of entry and destination will each receive commission at one-half the regular rates. It will be necessary for the agent at port of entry to distinguish between customs charge and express charges when rebilling such shipments. Both amounts must be shown in "advance charges" column, distinguishing the charges by the words "our charges" (or O. C.) and "expenses." Exception will be made in case goods are received on through waybills as provided for under "foreign business."

Carload shipments: When shipments are made in carloads and loaded by shippers, commission will be allowed on one-half of charges, but not to exceed \$3.00 a car.

Foreign business: Agents will be allowed commission for China, Japan or Australia and European business, and on through waybills of other companies on one-half the through charge; at the same rate allowed on business to and from seaport or transfer point at which such business is transferred to this company.

Note: No commission will be allowed on charges for marine insurance or on charges for other companies.

Outside money order offices will make up their own reports and deliver them to station agent ready to be put on train.

All agents will be allowed ten per cent of return charges of paid C. O. D.'s and collections when returns are made by money order.

Waybills covering shipments covered by stamps will show amount represented by stamps placed on shipment, and receiving agent will be allowed commission at regular rates.

Agents will not be required to carry express funds on their person.

W. S. STOUT,

President Dominion Express Company.

G. D. ROBERTSON,

For the Express Agents.

Southern Express Company

Atlanta, Birmingham and Atlantic.

Atlantic Coast Line.

Alabama Great Southern

Augusta Southern.

Charleston and Western Carolina.

Central of Georgia.

Cincinnati, New Orleans and Texas Pacific.

Danville and Western.

Georgia and Florida.

Georgia Southern and Florida.

Mobile and Ohio.

New Orleans and North Eastern.

Norfolk Southern.

Northern Alabama.

Seaboard Airline.

Southern.

Southern Railway in Mississippi.

On the foregoing railroads it has been agreed as follows:

Effective August 1st, 1917, the following rules and rates of pay will govern the Southern Express Company's agents who are jointly employed as railroad and express agents:

ARTICLE I.

This schedule applies solely to express agents as above designated.

ARTICLE II.

Commissions on total business received and forwarded, based on previous year's business, will be paid as follows:

When commissions do not exceed fifty dollars per month, ten per cent.

When commissions exceed fifty dollars per month but not more than seventy-five dollars per month, nine per cent.

When commissions exceed twenty-five dollars per month but not more than one hundred dollars per month, eight per cent.

When commissions exceed one hundred dollars per month, seven per cent.

When commissions do not exceed ten dollars per month, a guarantee of ten dollars per month will be paid.

ARTICLE III.

At points where agents are required to transfer express matter to or from other lines or trains, they will be paid a minimum of ten dollars (\$10.00) per month for such service.

ARTICLE IV.

It shall be optional with agents as to whether or not they accept shipments to be forwarded on Sunday, except in cases of emergency, and will be otherwise excused from express duties as far as possible on this day.

ARTICLE V.

All grievances and claims for loss or damage arising between the Southern Express Company and its agents herein represented, which cannot be satisfactorily adjusted otherwise, may be referred to the superintendent and general chairman representing such employees for adjustment, with the right of appeal reserved, provided an amicable adjustment cannot be reached.

ARTICLE VI.

The Southern Express Company will pay the premiums on the bond of agents covered by this agreement.

ARTICLE VII.

When necessary porters will be provided on trains, or arrangements made with train crews to assist in loading and unloading freights. When this cannot be done other arrangements will be made.

ARTICLE VIII.

Agents are expected to observe all rules of the express company, render their reports and account for collections promptly, and do all in their power to advance the interest of the express company and popularize its service.

ARTICLE IX.

Agents will be allowed to deduct their commissions at the close of each report.

ARTICLE X.

Agents will not be expected to meet trains at unreasonable hours.

ARTICLE XI.

Employes covered by this agreement will be paid \$8.00 per day while attending court on account of the express company for such service.

ARTICLE XII.

These rules are not to be construed so as to reduce compensation at points where the rates of pay are in excess of the above rates.

ARTICLE XIII.

A commission of fifty per cent will be paid on all money orders and travelers' checks.

The following named rates will be paid on C. O. D. checks issued in payment of C. O. D.'s: Where the charges amount to 15 cents the company will pay the agents 2 cents; 20 cents, 4 cents; 25 cents, 5 cents; 30 cents, 6 cents; 35 cents, 7 cents; 40 cents, 10 cents; 60 cents, 12 cents; and proportionately on C. O. D.'s in excess of \$300.00.

ARTICLE XIV.

No change will be made in the foregoing articles until after notice of thirty days, in writing, has been given.

Norfolk & Western Railway.

Effective August 1st, 1917, the following rules and rates of pay will govern the Southern Express Company agents who are jointly employed as railway and express agents on the Norfolk & Western Railway:

ARTICLE I.

This schedule applies solely to express agents, as above designated, who have hitherto been paid upon a commission basis.

ARTICLE II.

A commission of ten per cent (10%) will be paid on all business handled, forwarded and received, the present method of way-billing to remain in effect.

When the commissions do not exceed \$8.50 per month a guarantee of \$8.50 per month will be paid.

A commission of fifty per cent (50%) will be paid on the revenue derived from the sale of money orders and travelers' checks. A commission of twenty per cent (20%) will be paid on the revenue derived from the sale of C. O. D. checks.

Commission agents will be allowed eight per cent (8%) over and above the amount of their monthly commission fees.

ARTICLE III.

At points where agents are required to transfer express matter to or from other lines or trains, they will receive a compensation in accordance with the volume of business so handled, and a minimum pay of ten dollars (\$10.00) per month will be allowed.

ARTICLE IV.

All disputed claims for loss and damage arising between the Southern Express Company and its agents herein represented which cannot be satisfactorily adjusted otherwise, may be referred to the superintendent and the general chairman, representing such employees, for settlement.

ARTICLE V.

Agents will not be required to forward express matter on Sunday, except in cases of emergency, such as medicine packages, and will be otherwise relieved of express duties as far as possible on this day.

ARTICLE VI.

Porters will be provided on trains by the express company, or arrangements made with the trainmen to assist agents in loading and unloading baggage and express, when found necessary.

ARTICLE VII.

Agents are expected to observe all rules of the express company, render their reports promptly, account for paid C. O. D.'s promptly, and do all in their power to advance the interests of the express company and popularize its service.

ARTICLE VIII.

These rules are not to be construed so as to reduce compensation at points where the rate of pay is in excess of the above.

ARTICLE IX.

Express agents covered by this schedule, while attending court or being held to attend court in behalf of the company, will receive six dollars (\$6.00) per calendar day, be furnished with transportation, and will pay their own expenses.

ARTICLE X.

In cases of vacancies on the line of the Norfolk & Western Railway, the express company will not discriminate against any Norfolk & Western agent, and no agent will be displaced without just cause.

ARTICLE XI.

This agreement to remain in effect until thirty (30) days' notice is given, in writing, by either party to the other.

Signed: R. A. BUCKNER,
For Express Company.
Signed: C. B. LANE,
For Express Agents.

Virginia & Southwestern Railway.

Effective June 1, 1912, the following rules and rates of pay will govern the Southern Express Company's agents who are jointly employed as railroad and express agents on the above named railroad:

ARTICLE I.

This schedule applies solely to express agents as above designated, who have hitherto been paid upon a commission basis.

ARTICLE II.

When, without detriment to the business of the railroad or express company, the express business can be conducted by joint agents, and such joint agents are employed, ten per cent (10%) of the gross earnings of the Southern Express Company (on all business handled, foreign and local, received and forwarded), will be paid the agent as compensation for his own and the services of others in conducting the agency; and when such expenses are incurred allowance will be made for wagon deliveries, office rent, or transfer between trains, as may be agreed upon.

When commissions do not exceed seven dollars and fifty cents (\$7.50) per month, a guarantee of seven dollars and fifty cents (\$7.50) per month will be paid.

When commissions exceed seven dollars and fifty cents (\$7.50) per month, and do not exceed ten dollars (\$10.00) per month, a guarantee of ten dollars (\$10.00) per month will be paid.

When commissions exceed ten dollars (\$10.00) per month and do not exceed twelve dollars and fifty cents (\$12.50) per month, a guarantee of twelve dollars and fifty cents (\$12.50) per month will be paid.

ARTICLE III.

At points where agents are required to transfer express matter to or from other lines or trains, they will be paid a minimum of seven and one-half dollars (\$7.50) per month for such service.

ARTICLE IV.

It shall be optional with agents as to whether or not they accept shipments to be forwarded on Sunday, except in cases of emergency, and will be otherwise excused from express duties as far as possible on this day.

ARTICLE V.

All grievances and claims for loss or damage arising between the Southern Express Company and its agents herein represented, which cannot be satisfactorily adjusted otherwise, may be referred to the superintendent and general chairman representing such employes for adjustment, with the right of appeal reserved, provided an amicable adjustment cannot be so reached.

ARTICLE VI.

During that period the express company undertakes the bonding of employes, the bond premium now being twenty-five cents (25c) per hundred dollars; this rate will not be increased without the consent of the committee representing such agents herein specified—the amount of bond to be fairly

based upon the amount of business handled; provided, that the minimum bond shall be \$500.00.

ARTICLE VII.

Agents are expected to observe all rules of the express company, render their reports, account for collections promptly, and do all in their power to advance the interests of the express company and popularize its service.

ARTICLE VIII.

The present method of computing agents' commissions being the only satisfactory way of preventing errors, disputes and mixtures in accounts, it will be continued, with the promise that every effort will be made to effect settlement during the succeeding month.

Duplicate vouchers, showing earnings, will be prepared and one copy furnished to agents.

ARTICLE IX.

These rules are not to be construed so as to reduce compensation at points where the rate of pay is in excess of the above rates.

ARTICLE X.

No change will be made in the foregoing articles until after notice of thirty (30) days, in writing, has been given.

For Southern Express Company:

By E. M. WILLIAMS,
General Manager.

By J. B. HOCKADAY,
General Manager.

For Southern Express Agents:

By O. R. DOYLE,
Committeeman.

Western Express Company

Minneapolis, St. Paul and Sault Ste. Marie,
Duluth, South Shore and Atlantic.

PREAMBLE.

Effective January 1, 1912, the following rules and rates of pay will govern the Western Express Company's agents who are jointly employed as railway and express agents on the Minneapolis, St. Paul & Sault Ste. Marie Railway, and the Duluth, South Shore & Atlantic Railway:

ARTICLE I.

(A) When the agent of the railway company is employed by the express company, ten per cent of the local revenue and five per cent of the charges on through billing will be paid.

(B) Carload shipments: When shipments are made in carloads, and are loaded and unloaded by shipper and consignee, commission will be allowed on one-half of Western Express Company's revenue thereon, with a maximum payment of \$3.00 per car.

Note: Charges on waybills to and from offices of the Western Express Company in the states of Maine, Vermont, Idaho and Washington will be considered through business thereon paid at the rate allowed on through billing.

EXPRESS AGREEMENTS.

ARTICLE II.

Thirty-three and one-third per cent of the Western Express Company's earnings on money orders issued by agents will be paid, except on such as are issued in payment of C. O. D.'s and collections. On money orders issued in payment of C. O. D.'s and collections, ten per cent commission of Western Express Company's earnings thereon will be paid.

ARTICLE III.

The premium on surety bonds furnished for the protection of the express company

will be paid by the employe when his compensation paid by the express company averages \$5.00 or more per month. When his compensation paid by the express company averages less than \$5.00 per month, the express company will pay the bond premium.

ARTICLE IV.

No change will be made in the foregoing articles until after thirty days' notice in writing has been given.



By the President of the United States of America

A Proclamation

WHEREAS the Congress of the United States, in the exercise of the constitutional authority vested in them, by joint resolution of the Senate and House of Representatives, bearing date April 6, 1917, resolved:

That the state of war between the United States and the Imperial German Government which has thus been thrust upon the United States is hereby formally declared; and that the President be, and he is hereby authorized and directed to employ the entire naval and military forces of the United States and the resources of the Government to carry on war against the Imperial German Government; and to bring the conflict to a successful termination, all of the resources of the country are hereby pledged by the Congress of the United States.

And by joint resolution bearing date of December 7, 1917, resolved:

That a state of war is hereby declared to exist between the United States of America and the Imperial and Royal Austro-Hungarian Government; and that the President be, and he is hereby, authorized and directed to employ the entire naval and military forces of the United States and the resources of the Government to carry on war against the Imperial and Royal Austro-Hungarian Government; and to bring the conflict to a successful termination, all the resources of the country are hereby pledged by the Congress of the United States.

And whereas it is provided by section 1 of the Act approved August 29, 1916, entitled "An Act making appropriations for the support of the Army for the fiscal year ending June 30, 1917, and for other purposes," as follows:

The President, in time of war, is empowered, through the Secretary of War, to take possession and assume control of any system or systems of transportation, or any part thereof, and to utilize the same, to the exclusion as far as may be necessary of all other traffic thereon, for the transfer or transportation of troops, war material and equipment, or for such other purposes connected with the emergency as may be needful or desirable.

And whereas it has now become necessary in the national defense to take possession and assume control of certain systems of transportation and to utilize the same, to the exclusion as far as may be necessary of other than war traffic thereon, for the transportation of troops, war material and equipment therefor, and for other needful and desirable purposes connected with the prosecution of the war;

Now, therefore, I, Woodrow Wilson, President of the United States, under and by virtue of the powers vested in me by the foregoing resolutions and statute, and by virtue of all other powers thereto me enabling, do hereby, through Newton D. Baker, Secretary of War, take possession and assume control at 12 o'clock noon on the twenty-eighth day of December, 1917, of each and every system of transportation and the appurtenances thereof located wholly or in part within the boundaries of the continental United States and consisting of railroads, and owned or controlled systems of coastwise and inland transportation, engaged in general transportation, whether operated by steam or electric power, including also terminals, terminal companies and terminal associations, sleeping and parlor cars, private cars and private car lines, elevators, warehouses, telegraph and telephone lines and all other equipment and appurtenances commonly used upon or operated as a part of such rail or combined rail and water systems of transportation;—to the end that such systems of transportation be utilized for the transfer and transportation of troops, war material and equipment, to the exclusion so far as may be necessary of all other traffic thereon; and that so far as such exclusive use be not necessary or desirable, such systems of transportation be operated and utilized in the performance of such other services as the national interest may require and of the usual and ordinary business and duties of common carriers.

It is hereby directed that the possession, control, operation and utilization of such transportation systems hereby by me undertaken shall be exercised by and through William G. McAdoo, who is hereby appointed and designated Director General

of Railroads. Said Director may perform the duties imposed upon him, so long and to such extent as he shall determine, through the Boards of Directors, Receivers, officers and employes of said systems of transportation. Until and except so far as said Director shall from time to time by general or special orders otherwise provide, the Boards of Directors, Receivers, officers and employes of the various transportation systems shall continue the operation thereof in the usual and ordinary course of the business of common carriers, in the names of their respective companies.

Until and except so far as said Director shall from time to time otherwise by general or special orders determine, such systems of transportation shall remain subject to all existing statutes and orders of the Interstate Commerce Commission, and to all statutes and orders of regulating commissions of the various states in which said systems or any part thereof may be situated. But any orders, general or special, hereafter made by said Director, shall have paramount authority and be obeyed as such.

Nothing herein shall be construed as now affecting the possession, operation and control of street electric passenger railways, including railways commonly called interurbans, whether such railways be or be not owned or controlled by such railroad companies or systems. By subsequent order and proclamation, if and when it shall be found necessary or desirable, possession, control or operation may be taken of all or any part of such street railway systems, including subways and tunnels; and by subsequent order and proclamation possession, control and operation in whole or in part may also be relinquished to the owners thereof of any part of the railroad systems or rail and water systems, possession and control of which are hereby assumed.

The Director shall as soon as may be after having assumed such possession and control enter upon negotiations with the several companies looking to agreements for just and reasonable compensation for the possession, use and control of their respective properties on the basis of an annual guaranteed compensation, above accruing depreciation and the maintenance of their properties, equivalent, as nearly as may be, to the average of the net operating income thereof for the three-year period ending June 30, 1917,—the results of such negotiations to be reported to me for such action as may be appropriate and lawful.

But nothing herein contained, expressed or implied, or hereafter done or suffered hereunder, shall be deemed in any way to impair the rights of the stockholders, bondholders, creditors and other persons having interests in said systems of transportation or in the profits thereof, to receive just and adequate compensation for the use and control and operation of their property hereby assumed.

Regular dividends hitherto declared, and maturing interest upon bonds, debentures and other obligations, may be paid in due course; and such regular dividends and interest may continue to be paid until and unless the said Director shall from time to time otherwise by general or special orders determine; and, subject to the approval of the Director, the various carriers may agree upon and arrange for the renewal and extension of maturing obligations.

Except with the prior written assent as said Director, no attachment by mesne process or on execution shall be levied on or against any of the property used by any of said transportation systems in the conduct of their business as common carriers; but suits may be brought by and against said carriers and judgments rendered as hitherto until and except so far as said Director may, by general or special orders, otherwise determine.

From and after twelve o'clock on said twenty-eighth day of December, 1917, all transportation systems included in this order and proclamation shall conclusively be deemed within the possession and control of said Director without further act or notice. But for the purpose of accounting said possession and control shall date from twelve o'clock midnight on December 31, 1917.

In witness whereof, I have hereunto set my hand and caused the seal of the United States to be affixed.

Done by the President, through Newton D. Baker, Secretary of War, in the District of Columbia, this 26th day of December, in the year of
(Seal.) our Lord one thousand nine hundred and seventeen, and of the independence of the United States the one hundred and forty-second.

WOODROW WILSON,

By the President:

ROBERT LANSING,
Secretary of State,

NEWTON D. BAKER,
Secretary of War.

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